

THE JOURNEYMAN

ROOFER

& WATERPROOFER

FOURTH QUARTER ■ 2025

Happy Holidays





ROOFER TO ROOFER

BY INTERNATIONAL PRESIDENT JAMES A. HADEL

Reflections of 2025

As we conclude the year 2025, my thoughts are with those individuals and local unions who made the effort to improve and strengthen our union. We often take for granted the labors put forth by so many of our members, officers and JATC instructors throughout the year; their dedication to improving our union and JATCs should not go unnoticed.

To start, Roofers Local 96, Ham Lake, MN, hosted our 2nd National Apprenticeship Competition this year. Thank you to the officers and members of Local 96 and the JATC for a job well done. Thanks to our National Apprenticeship Competition Committee—without their guidance and direction, this event would not be possible. Congratulations to all the regional and national competitors—your commitment to your profession will not go unnoticed. We look forward to the 2026 competition at the Bay Area JATC in Livermore, CA.

In June, officers and instructors from around the country attended our annual National Instructor Training Program (NITP) and Leadership Training Program (LTP). Your dedication to improving our union and apprenticeship programs should not go unrecognized, especially those instructors who were among the first graduating class of the NITP (as recognized in our

3rd Quarter journal). Your commitment assures me that we will have capable leadership representing our union and training future generations of roofers for years to come.

Finally, every year we acknowledge those local unions who have achieved their highest growth in membership in 20 years by granting them the distinguished John C. Martini Organizing Award. This year's recipients are recognized on page 33 of this issue, along with locals that achieved growth over the last year. Thank you for your organizing efforts that improve our union.

In spite of the current presidential administration's policies, we managed to experience another successful year in terms of hours worked and contract settlements. However, I am not sure about the future.

Focus on 2026

Approaching the new year, my expectations for 2026 in one word would be "uncertainty." Prior to the November 2024 elections, my expectations for our future were extremely confident. Work projections for the next decade in the energy, automotive, chips, and public infrastructure sectors were historic numbers—all good work opportunities for our members and signatory contractors. In a few

short months, that confidence factor crashed to the ground.

This year to date nearly \$20 billion in manufacturing projects have been cancelled. Another estimated \$20 billion in transportation projects have been cancelled. Over \$21 billion in energy-related projects have been cancelled or postponed. Chips projects cancelled are estimated at \$63 billion.

Never in my tenure as a member of this union have I witnessed such an abrupt change in job and growth and economic opportunities. We went from a prosperous future to an uncertain future almost overnight.

In spite of the doom and gloom coming from Pennsylvania Avenue, we need to remain positive. Work opportunities may be lost, but we need to stand strong and focus on what we can control at a local level. Policing and protecting our work jurisdiction will become even more important in down-market conditions.

Over the past 122 years our history has proven our durability, surviving depressions, recessions, and other threats to our union. I have the confidence that our local union leadership and membership will stand strong during this period of uncertainty.

To all of our members, I wish you a merry Christmas and a safe and prosperous New Year. ■



**UNITED UNION OF
ROOFERS, WATERPROOFERS
AND ALLIED WORKERS®**

James A. Hadel
International President

Mitchell L. Terhaar
International Secretary-Treasurer

Kinsey M. Robinson
International President Emeritus

International Vice Presidents

- Douglas Ziegler, *First*
- Paul F. Bickford, *Second*
- Daniel P. O'Donnell, *Third*
- Robert Peterson, *Fourth*
- Brent R. Beasley, *Fifth*
- Joseph Pozzi, *Sixth*
- Gary W. Menzel, *Seventh*
- Michael Kujawa, *Eighth*
- Shawn McCullough, *Ninth*
- Mark Conroy, *Tenth*

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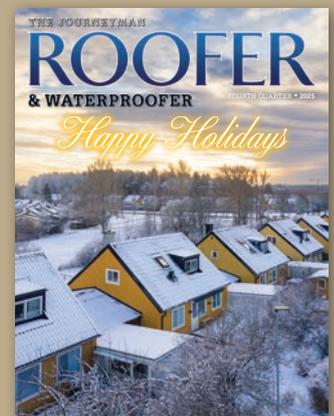


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ROOFER

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ON THE COVER:

Warm holiday greetings from the United Union of Roofers, Waterproofer & Allied Workers. Wishing you solidarity, joy, and health in the year ahead.



TRADESWOMEN BUILD NATIONS 2025

6,000 Strong in Chicago

The 15th annual Tradeswomen Build Nations (TWBN) conference broke attendance records once again as it drew more than 6,000 tradeswomen, labor leaders, government officials, and industry partners to McCormick Place in Chicago from September 19–21. The conference—the largest gathering of tradeswomen in the world—celebrated women’s leadership in the skilled trades and underscored the growing power of tradeswomen across North America. With plenary sessions, workshops, and networking events, TWBN 2025 highlighted progress in advancing equity, opportunity, and representation for women in construction.





Illinois Gov. JB Pritzker addresses the TWBN conference.

The United Union of Roofers, Waterproofer & Allied Workers broke its own record with the highest attendance yet at a TWBN conference. The union’s top leadership called for more locals to participate, and as a result 67 members attended the Chicago event. These locals are stepping up and showing that investing in their women members is investing in a more equitable and stronger union.

Thank you to the following local unions that sent members to TWBN: Local 2, Local 8, Local 10, Local 11, Local 20, Local 22, Local 23, Local 27, Local 30, Local 33, Local 36, Local 37, Local 42, Local 45, Local 49, Local 74, Local 91, Local 96, Local 149, and Local 162.

Special thanks goes to Chicago Roofers Local 11 President Gary Menzel and staff, who provided much needed assistance with ensuring the

event ran smoothly for our union sisters and brothers. The local hosted a river cruise Saturday night that many considered the highlight of the weekend. The event encouraged new friendships to form and old friendships to bond even stronger.

We look forward to continuing this momentum at next year’s TWBN, which will be held October 9–11, 2026, in Houston, TX, so start planning today! ■

ROOFERS APPRENTICE COMPETITIONS

Turn up the Heat

In the world of competitive apprenticeship competitions, Roofers & Waterproofers are setting new standards. Apprentices from every corner of the country are invited to compete in one of four regional competitions, with the stakes higher than ever.

The top winner from each level in the Midwest, Western Regional, and Northeast/Mid-States competitions will go on to compete in the National Apprenticeship Competition to be held May 19 – 21, 2026, at the Bay Area Roofing & Waterproofing Training Center in Livermore, CA. With prizes at the national level ranging from \$2,000 to \$6,000 cash—on top of high-end tool

kits, clothing, and other prizes—only the best of the best qualify, and it shows.

All of our apprentices who participated in the competitions did an outstanding job representing their employers, their locals, and themselves with pride and diligence for their craft. They are our future, and we commend them.

“Best of the Midwest”

On August 23, apprentices from 12 locals across the Midwest region met in St. Louis at the Local 2 JATC to compete in the 12th annual “Best of the Midwest” apprentice competition. Many thanks to the generous sponsors who made this exciting competition possible: Milwaukee, Dewalt, Kirby Mops, St. Louis Crayon and

Soapstone, Soprema, GAF, Johns Manville, USG, Spirit Asphalt, Polyglass, Elevate, Versico Roofing Systems, Carlisle Syntec Systems, Spec Building Supply, Gulf Eagle Supply, Roofers Mart, Illinois District Council, Indiana District Council, Local 182, Local 123, Local 106, Local 96, Local 70, Local 11, and Local 2.

The winners of the Midwest competition were:

» FIRST YEAR

- 1st Adrian Ochoa, Local 2
- 2nd Franklin Deaton, Local 11
- 3rd Giovanni Sanchez, Local 11

» SECOND YEAR

- 1st Dawn Plaisted, Local 96
- 2nd Courtney Powers, Local 20
- 3rd Jesus Lopez Meraz, Local 96

» THIRD/FOURTH YEAR

- 1st Ryan Hartigan, Local 11
- 2nd Kyle Needham, Local 20
- 3rd Ryan Demond, Local 2



Midwest first-year winners Adrian Ochoa, Local 2 (first place), Franklin Deaton, Local 11 (second place), and Giovanni Sanchez, Local 11 (third place).



Midwest second-year winners Courtney Powers, Local 20 (second place), Dawn Plaisted, Local 96 (first place), and Jesus Lopez Meraz, Local 96 (third place).



Midwest third-year winners Ryan Hartigan, Local 11 (first place), Kyle Needham, Local 20 (second place), and Ryan Demond, Local 2 (third place).

Western Regional

The Western Regional Apprentice Competition was held in Livermore, CA, at the Bay Area Roofing & Waterproofing Training Center, which comprises Local 40, Local 81, and Local 95. Apprentices from the Western and North-western regions competed. The competition showcased skills in single-ply, torch-down, shingles, waterproofing, and liquid applied membrane, and featured an obstacle

course consisting of a math test, tool identification and safety test.

Roofers Local 49, Portland, OR, apprentice Rogelio Gutierrez Perez took first place in the advanced category and will go on to represent the local in next year's national competition. If he wins, it will be the third time in a row that a Local 49 apprentice takes the national title.

The top winners of the Western competition were:

› FIRST YEAR

- Samuel Talavera, Local 81

› SECOND YEAR

- Guillermo Pacheco, Local 95

› THIRD/FOURTH YEAR

- Rogelio Gutierrez Perez, Local 49



Local 49 apprentice Rogelio Gutierrez Perez took first place in the third/fourth-year division of the Western Regional competition.

Northeast

The Northeast Apprentice Competition was held October 25 at the Local 33, Boston, MA, union hall. Winners from each division will compete in a run-off competition

with the winners of the Mid-States competition to determine who will go to nationals to represent the Northeast/Mid-States region.

The winners of the Northeast competition were:

› FIRST YEAR

- 1st Ed Soto, Local 74
- 2nd Brian Crosbie, Local 33
- 3rd Anthony Garcia, Local 12

› SECOND YEAR

- 1st Alejandro Gonzalez, Local 37
- 2nd Jesse Garneau, Local 33
- 3rd Sara Orlen, Local 30

› THIRD/FOURTH YEAR

- 1st Carlos Romani, Local 10
- 2nd Lucas Renslow, Local 37
- 3rd Donte Beard, Local 22



Northeast first-year winner Ed Soto, Local 74.



Northeast second-year winner Alejandro Gonzalez, Local 37.



Northeast third-year winner Carlos Romani, Local 10.



Mid-States

The Mid-States held its competition on September 13 at Local 188 in Wheeling, WV. International Vice President

Mike Kujawa presented awards. Local 134 apprentice Landon Winchell won his division for the second year in a row.

The winners of the Mid-States competition were:

› FIRST YEAR

- 1st Cameron Carnley, Local 242
- 2nd Lance Damask, Local 134
- 3rd Austin Whitt, Local 42

› SECOND YEAR

- 1st Landon Winchell, Local 134
- 2nd Brandon Turner, Local 42
- 3rd Dustin Bonnett, Local 242

› THIRD/FOURTH YEAR

- 1st Joe McMillan, Local 44
- 2nd Joshua Hudacek, Local 44
- 3rd Jonathan Fishel, Local 71



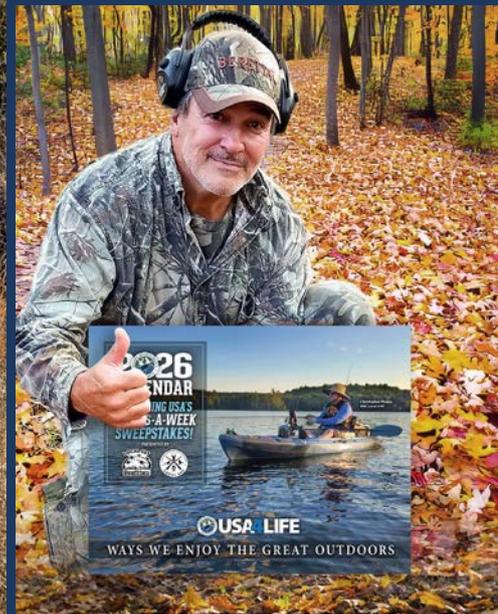
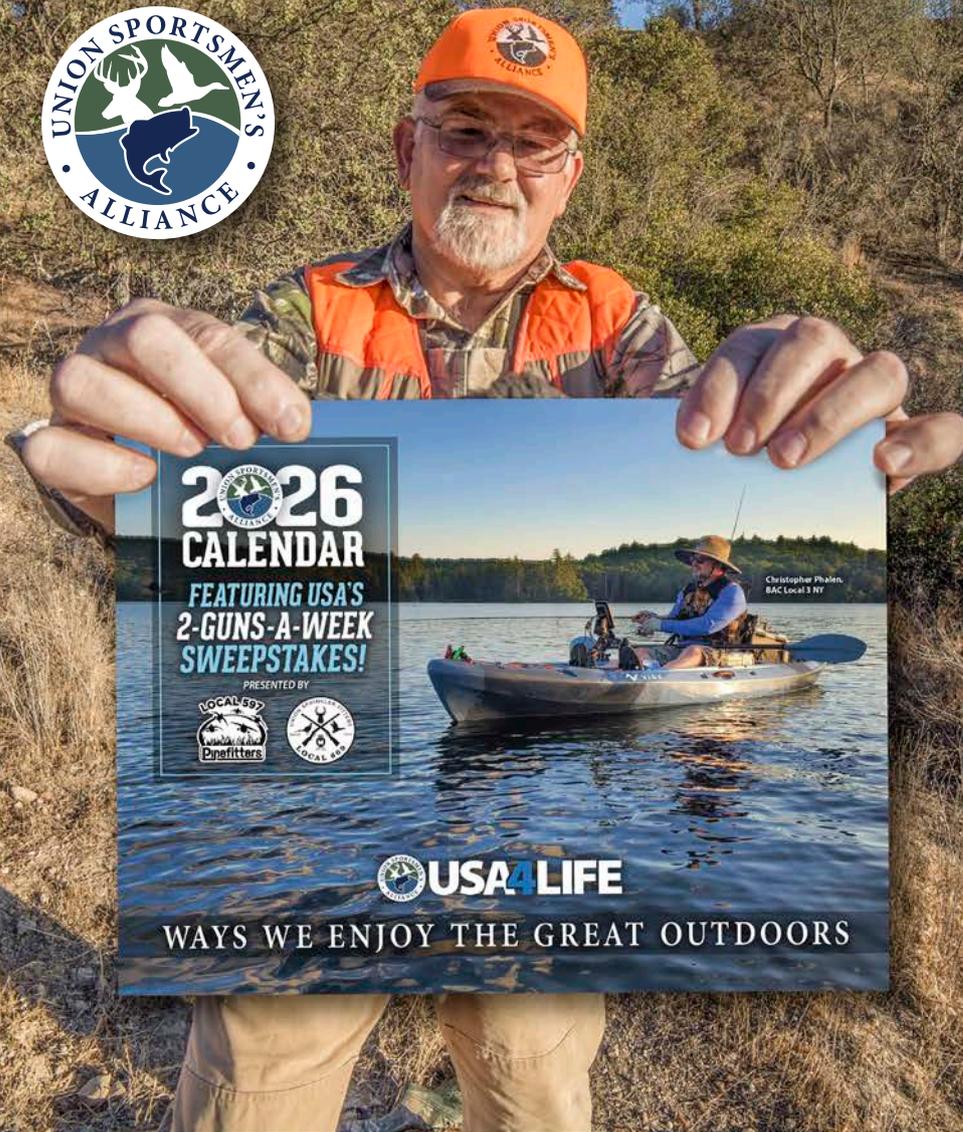
Mid-States first-year winner Cameron Carnley, Local 242.



Mid-States second-year winner Landon Winchell, Local 134.



Mid-States third-year winner Joe McMillan, Local 44.



EVERY MONDAY IS LIKE OPENING DAY WITH THE USA'S 2026 CALENDAR

Imagine starting every week with the same excitement you feel on Opening Day. With the Union Sportsmen's Alliance calendar, you can because every Monday brings two new chances to win great firearms (or fishing package) in USA's 2-Guns-A-Week Sweepstakes.

Even better, your \$35 donation supports union-led conservation projects that help preserve North America's outdoor heritage.

Whether for yourself or the outdoorsman or woman on your holiday list, the USA calendar is a gift that gives back — *and it's always in season.*

Order yours today!
UnionSportsmen.org/calendar



MINUTES FROM THE INTERNATIONAL EXECUTIVE BOARD MEETING HELD ON AUGUST 26, 2025 · SALEM, MA

The meeting was called to order at 8:00 a.m. by President Hadel, followed by the Pledge of Allegiance.

The following officers, representatives and staff were present:

INTERNATIONAL PRESIDENT: James A. Hadel

INTERNATIONAL VICE PRESIDENTS:

Douglas H. Ziegler

Robert L. Peterson

Gary W. Menzel

Mark T. Conroy

Paul F. Bickford

Brent R. Beasley

Michael J. Kujawa

Daniel P. O'Donnell

Joseph F. Pozzi

Shawn McCullough

INTERNATIONAL SECRETARY-TREASURER:

Mitchell L. Terhaar

RESEARCH AND EDUCATION JOINT TRUST FUND:

Keith Vitkovich, Executive Director

ASSISTANT TO THE PRESIDENT:

Jordan Ritenour

GENERAL COUNSEL:

Librado Arreola

INTERNATIONAL REPRESENTATIVES:

Leo Marsura — via teleconference

Mike Vasey — via teleconference

Denny Marshall

Bill Alexander

LEGACY PROFESSIONALS LLP:

Craig Resch, CPA

MARKET DEVELOPMENT DEPARTMENT:

Jeff Eppenstein, Director

Steve Crim, Assistant Director — Western Region —
via teleconference

At this time, President Hadel read the board call letter dated June 25, 2025, submitted by International Secretary-Treasurer Mitchell Terhaar.

President Hadel welcomed our newest International Representative, Denny Marshall. President Hadel then started the meeting by reviewing the agenda for the meeting and announced guests, Kevin Brousseau, Secretary-Treasurer of the Massachusetts AFL-CIO, and Ryan Murphy, Executive Director of Climate Jobs Massachusetts.

President Hadel reported on the work hours based on the Research and Education hours submitted up to July 2025. The total hours to date for 2025 vs. 2024 were down somewhat, but a few locals still needed to report hours during this period.

President Hadel reported on the overall condition of the National Roofing Industry Pension Plan (NRIPP), as well as the National Roofing Industry Supplemental Pension Plan (NRISPP). He reported that as of January 1, 2025,

the NRIPP is currently funded at 105.3 percent based on market value and 107.5 percent based on actuarial value. The NRISPP's total asset value is \$258,822,117.00 with 8,403 participants from 25 local unions and 3 clerical units. There were discussions regarding the 15% maximum contribution and extending the 10-year NRISPP payout system to 20 years.

President Hadel called on Marketing Director Jeff Eppenstein for the National Roofers Union and

Employers Joint Health and Welfare Fund report.

He reported the fund's net assets are \$35,698,003.00 with 32.4 months of reserves. The Health Reimbursement Arrangement (HRA) program assets are \$2,580,057.00. There are 1,077 participants and 2,458 when including all eligible dependents. TruHearing was added as a provider to the plan to give the members hearing aid and hearing loss benefit solutions. Lastly, the language has been completed on Amendment 9 to the plan rules regarding Initial Eligibility.

President Hadel reported on the need to clarify the wage and benefit payments to the members when working in the jurisdiction of a sister local. There seems to be confusion with some of the local unions. Language may need to be added to the Constitution and By-laws.

President Hadel reported on the 31st International Convention. The convention will be held at the Paris Hotel and Casino in Las Vegas, Nevada. The Convention Fund balance as of July 31, 2025, is \$1,728,081. and is in great shape at this time. The first payment installment of the 2028 contract has been processed. The room rates have been negotiated at \$239.00 per night. There was a discussion held regarding the outstanding balance owed to Tropicana for the 2023 Convention; the invoice was received and has been paid in full.

President Hadel reported on the EBS Union College Benefit program. This program gives our members and their families access to discounted tuition rates along with online or on-campus college classes at a reduced cost. The International has been encouraging the locals to share the information with their membership.

President Hadel called on Mark Conroy to report on the Roofers Union Sportsmen's Alliance (USA) Sporting Clays Shoot and Get Youth Outdoors Day.

Brother Conroy said the number of shooters are about the same as last year. They received a lot of donations and are hoping to set new records again this year. His staff at the local have been working hard behind the scenes. The locals are encouraged to support Local 96's USA shoot.

President Hadel called on International Assistant to the President Jordan Ritenour to report on the Roofers Union Sportsmen's Alliance (USA) fundraisers.

The Roofers dinner was held in Ann Arbor, MI, hosted by Local 70 and had 162 attendees. This dinner raised \$80,807.00 for USA conservation programs. This would be Local 70's second time hosting the dinner. Great job to both Locals 70 and 96 on their hard work and dedication to conservation. The USA Gala held in Washington, DC, was a great success as well. They honored International President Emeritus Kinsey Robinson and Mona Robinson with this year's Lifetime Achievement Award for their commitment to conservation and getting the youth outdoors.

President Hadel discussed the Mark Breslin leadership development courses. He will look into the cost and class availability for the local union leadership and report on his findings at the next meeting.

President Hadel reported on the International Harassment Policy and the need for every local union to read it at their meeting once a year. This safeguards both the local and the officers in their duties to educate their membership. After reading the policy, the local must submit the completed certification letter to the

International Secretary-Treasurer's office for record keeping purposes.

President Hadel reported on the sixty-five-year lifetime membership. The International letter that is sent out to all the sixty-five-year members has been updated with language to clarify the burial benefit. This letter will be used as their dues receipt for proof of membership going forward.

President Hadel reported on the mantel clock which has traditionally been given to 50-year members. The clocks will be discontinued and going forward 50-year members will receive an engraved wrist watch. There was also a discussion of possibly adding a platinum card for our 75-year members.

President Hadel called on Vice President Joe Pozzi for his report on the National Apprentice Competition.

Brother Pozzi reported that the committee met at the Livermore, CA, apprenticeship facility to go over next year's competition agenda. The next competition will be held during the week of May 18, 2026. There was a discussion on an East Coast competition for the 2027 year and the need to find a facility that could host the event. There was also a discussion on getting approval from the JATC trustees to hold the event and loss time policy language. President Hadel then spoke about the financial cost of the competitions.

President Hadel called on Executive Director Keith Vitkovich of the Roofers & Waterproofers Research and Education Trust Fund to give a report.

Brother Vitkovich began by letting everyone know that the National Instructor Training Program (NITP) had 96 student instructors from 46 locals participate, which was held June 22-27, 2025, at Washtenaw Community College. This past year consisted of a rotating menu

of additional Train-the-Trainer (TTT) courses, which provided a wider variety of training opportunities. The Trust Fund held its inaugural NITP graduation ceremony on the evening of Friday, June 27, 2025, and 36 student instructors graduated.

Keith then reported on various training events that the Research and Education Trust Fund has provided in the past six months, and training events that they have scheduled through June 2026. He provided some information on how the current administration's policies have affected grant programs for our training centers and gave a report on curriculum projects that have been completed and resources that are currently in development. Lastly, Brother Vitkovich announced that Matt Wittenborn, training director for Roofers Local 2 JATC, will be starting full-time with the Trust Fund on November 24, 2025.

President Hadel reminded the Financial Review and RPELF Committees about their meetings after lunch.

The meeting was then recessed until the following morning.

The International Executive Board meeting was then resumed on the following morning, August 27, 2025, at 8:00 a.m. with the same individuals in attendance who were present when the meeting recessed on August 26, 2025. International Representatives Leo Marsura and Mike Vasey along with Market Development Department Assistant Director Steven Crim participated by telephone.

President Hadel began the meeting by presenting Vice President/Local 33 Business Manager Paul Bickford with their third consecutive John C. Martini Award for the local's outstanding organizing efforts and increased membership.

Congratulations to Brother Bickford and Local 33.

President Hadel called on Craig Resch with Legacy Professionals, LLP, to give a financial audit report. Mr. Resch provided the board with copies of the 2025 audits for both the International fund and the RPELF fund. He then reported their findings to the International Board. He provided the board with copies of the Form 990 for their review.

At this time, President Hadel called upon Vice President Dan O'Donnell, chairman of the Finance Committee, to present his report.

Brother O'Donnell reported that the committee reviewed the financial statements, and the June 30, 2025, fiscal year-end annual audit prepared by Legacy Professionals, LLP, and presented by Craig Resch. The committee then reviewed the American Express credit card statement and established that the report was in order. The Form 990 was presented to the board for the year ending June 30, 2025, for their review. At this time, the committee recommended approval of the International finances from the full board. A motion was made, seconded, and carried to accept the financial statements as presented.

President Hadel called on Vice President Paul Bickford to report on the Roofers Political Education and Legislative Fund (RPELF).

Vice President Paul Bickford reported that the committee reviewed the meeting minutes, financial statements, and the won/lost records for the fiscal year. They reviewed the annual audit for the year ending June 30, 2025, prepared by Legacy Professionals, LLP, and presented by Craig Resch. The Form 990 was presented and reviewed by the committee. At this time, the committee recommended approval

from the board of the RPELF finances. A motion was made, seconded, and carried to accept the financial statements as presented.

President Hadel called on Secretary-Treasurer Mitch Terhaar for his report.

Brother Terhaar distributed status updates for each vice president and representative specific to their jurisdiction regarding CRRs, audits, local union reviews, collective bargaining agreements, and the annual harassment policy listings. He gave an update on the local unions that still need to turn in audits and CBAs. He reported on the Department of Labor (DOL) Voluntary Compliance Partnership (VCP) program, stating that our local unions only had two late LM filings this year, keeping our filing percentage rate at 99% on time.

Brother Terhaar reported on the electronic application and its progress. Once completed, we plan to test it with two of the locals to work out any issues before going live with all of the locals. We will also need to update the International office's UnionWare system to include the uploading function.

Lastly, Brother Terhaar reported on the International office building lease. The lease expires in 2028, and they need to consider putting a committee together around the spring of 2026 to look at future leasing options. This will give the committee around 18 months to put together a plan. With the Convention being in the same year, we will need to have a lease in place ahead of time.

President Hadel then called on Secretary-Treasurer Mitch Terhaar to report on the Emergency Response Team (ERT) program.

Brother Terhaar reported that they have two new members on the team, Travis Hopkins, Local 49, and Charlie Gracik, Local 188. This

gives the program a total of nine ERT members. The responders just completed a five-day training session at the Steelworkers Training Center in Dawson, Pennsylvania, the first week of August. Promoting the program is still a high priority, so if any local union needs promotional items such as stickers, posters, brochures or business cards, please contact the International Secretary-Treasurer's office.

President Hadel invited Kevin Broussau, secretary-treasurer of the Massachusetts AFL-CIO, and Ryan Murphy of Climate Jobs Massachusetts to speak. They spoke about a workers action plan for the state of Massachusetts. They are looking for support from the Roofers Unions through letters to legislators for pro-worker language on all state-funded projects. This will include safety protection, wage and benefit protections, and apprenticeship qualification language on these projects. Mr. Broussau will follow up with the International office, which will then be shared with the local unions.

President Hadel called on Marketing Director Jeff Eppenstein for his report.

Brother Eppenstein reported on the membership numbers and membership applications as of August 2025. He noted that the organization has experienced seven consecutive months of membership loss, totaling 698 members. He felt the new administration's tariffs and immigration executive orders were playing a part in the membership loss. He then highlighted the results of the 2024 John Martini Awards, reporting 9 local unions with record growth: Locals 27, 33, 36, 45, 70, 86, 106, 112, and 210. Overall, 29 local unions demonstrated positive membership growth in 2024.

Brother Eppenstein stated that the relationship between GAF Roofing Academy and our local unions has grown and has hosted more than 20 recruiting events this year. This relationship has created growth in membership for our local unions. He has also been working with Global Roofing and Roth Brothers to expand into other areas throughout the country and to add new members to their team for the maintenance work. Finally, the marketing team has been working with help-wanted ads and recruitment help with locals throughout the country.

President Hadel called on Assistant to the International President Jordan Ritenour for his report.

Brother Ritenour reported that the Project Labor Agreements (PLAs) and General Presidents' Project Maintenance Agreements (GPPMA) work is down from last year. Technical Assurance is looking for union roofing contractors to bid on their work, and all contractors must meet their high safety qualifications. The National Maintenance Agreement (NMA) site numbers are down from last year from 313 to only 198 projects this year. All trades are being affected by the slowdown of this work. The big three auto plants have no new work scheduled as of this time. The NMA hours are down from 494,738 in 2024 to 196,916 as of August 2025.

Helmets to Hardhats (H2H) program still has local unions and contractors that have not signed up with them. There is no reason our locals should not participate in this program. The Known Successful Transition (KST) was successful this year, with 63 locals responding, and there will be a push to enforce the H2H contribution language in the agreements to help with its funding. He discussed the Hanford PLA concerns and the ongoing issues with

the Tremco WTI contractor. Lastly, he finished up with a discussion on the jurisdictional issues with other trades throughout the country.

President Hadel called on International Representative Mike Vasey to give his report on ReBuild USA.

Brother Vasey reported on the Clarity Campaigns survey with 3,844 members' responses from May 1-13, 2025. ReBuild USA will continue to research the members through 2025 and share the results with each International Union. They will continually build on the subscriber list while engaging and educating the public and membership on our issues. ReBuild USA will then start its focus on the legislative midterm elections in November 2026.

Brother Vasey then gave a report on his local unions and the Northeast and Mid-States District Councils. As of August 4, 2025, he has been assigned by President Hadel to the Northeast local unions, including Local 44, Cleveland, OH. The Mid-States locals will be serviced by International Representative Bill Alexander going forward. The Mid-States Council's semiannual meeting will be held on Friday, September 12, 2025, at Local 188, Wheeling, WV, followed by the annual apprentice competition on September 13, 2025. The Northeast Council meeting will be held on September 11, 2025, in Atlantic City, NJ. He has been working with the Mid-States locals on completing any outstanding International Representative reviews while reaching out to some of the Northeast locals to set up local visits. He has been working with employer issues and grievances with some of the locals. Lastly, he has been working with Vice President Mike Kujawa to help with manpower issues in the Northeast.

President Hadel called on Assistant Director of Marketing Steven Crim for his report.

Brother Crim reported that Local 135, Phoenix, AZ, did a one-year extension on their current CBA. He then reported that work in the Local 317, Baton Rouge, LA, area is slow but has a few big projects coming up. Lastly, he has been working with the locals to help with day-to-day operations.

President Hadel reported on the truck and trailer lease agreement with the Research and Education Joint Trust Fund Department. At this time, they are still working on a legal address for registration purposes.

President Hadel reported on the potential of a Roofers scholarship program. He discussed awarding three scholarships across the country, one each in the East, Midwest, and West Coast. There was discussion on how much the scholarship should be and the rules that should apply to be able to receive the scholarship funds. A committee will be appointed to oversee the program and work on the details.

President Hadel reported on the North America's Building Trades Unions (NABTU) 71st Convention in Philadelphia, PA. Both incumbents, President Sean McGarvey and Secretary-Treasurer Brandon Bishop, were re-elected for their positions.

All resolutions were passed but two, and there was an increase to the membership per capita to offset the rising costs to operate, which passed. The convention went well, and we are looking forward to working with both Sean McGarvey and Brandon Bishop in the future.

President Hadel called on International Representative Leo Marsura for his report.

Brother Marsura reported that Brother Jason Barthel has been

preparing for the regional apprenticeship competition, hoping for a repeat. Local 54, Seattle, WA, is working to revamp the apprenticeship program and will have Joel Gonzalez with the Research and Education Department review their program and discuss how to move their program forward. Local 200, Pocatello, ID, has elected a new business manager, Logan Fernandez. All the locals have been working on organizing new members. There is an election in October for the Northwest District Council this year. Lastly, the Roofers Union is working on geo-fencing and Facebook ads to educate union members on what the UBC officers are doing with their members' money.

President Hadel discussed the need for each local to visit the Department of Labor (DOL) website to check their wage rates and to see if there are any surveys going on in their jurisdiction. He recommended doing this at least once a year.

President Hadel reported on the Local Union Leadership Training Program (LTP) that was held the week of June 23–27, 2025. There were 53 participants registered, with 46 who completed the classes. He reviewed the list of classes that were offered this year, and discussed adding a QuickBooks class taught by Finance Director Frank Massey. We had two general contractors tour the leadership classrooms, Rob Branyan from Boldt and Jim Faroh from Barton Marlow, as well as Mike Tussey from AEP American Electric Power. They were impressed with the training. Overall, it was well attended, and we had great reviews.

President Hadel reported on the Local 97, Champaign, IL, trusteeship. Vice President Joe Pozzi is the trustee and has been working with the local to get it current with its

required duties. One of the biggest problems is access to computers. He is recommending that all locals have a written backup file with their login information and passwords. Brother Pozzi is working on an election and hopes to turn the local back over to the membership.

President Hadel reported on the following upcoming trade shows and conferences for 2025 and 2026: Midwest Roofing Contractors Association (MRCA) trade show October 20–22, 2025, in Schaumburg, IL; Western States Roofing Contractors Association (WSRCA) trade show September 28–October 1, 2025, Las Vegas, NV; North America's Building Trades Unions (NABTU) Tradeswomen Build Nations Conference September 19–21, 2025, Chicago, IL; Labor Management meeting October 10, 2025; International Roofing Expo (IRE) trade show January 20–22, 2026, Las Vegas, NV, and the Northeast Roofing Contractors Association (NERCA) trade show February 10–12, 2026, Uncasville, CT.

President Hadel called on General Counsel Librado Arreola for his report.

General Counsel Arreola updated the Executive Board on an unfair labor complaint filed by Korellis Roofing, Inc. He reviewed and revised a letter that the DOL provided him on the International Constitution appeal procedures. He stated that the DOL has also requested the financial documents, which have been provided, that the International Union relied upon to put Local 97 into trusteeship and terminate the business manager.

The Department of Labor (DOL) contacted the secretary-treasurer's office on the Labor-Management Reporting and Disclosure Act (LMRDA) regarding the missing checks that were sent through the

United States Postal Service (USPS). Financial Director Frank Massey provided them with banking history and actions taken by the International to prevent this from happening in the future.

President Hadel called on Vice President Doug Ziegler for his report.

Brother Ziegler reported that this is the first time in three years that Local 81, Oakland, CA, has an out-of-work list. They are also looking into cash payments and will file a request for payroll records. The local continues to deal with language barriers.

President Hadel called on Vice President Paul Bickford for his report.

Brother Bickford reported they have full employment and that work looks good in their area. They are actively looking for new members and organizing in New Hampshire and Maine. They have recruited six people from their non-union competition and signed a new contractor who hired 12 members.

President Hadel called on Vice President Dan O'Donnell for his report.

Brother O'Donnell discussed the NRIPP and the NRISPP numbers again with the board and expressed the need to educate our members to use the NRIPP website to track their hours and investments. The number of members who use the website is very low. He then reported that the work in St. Louis, MO, looks good this year for Local 2 members. Financial Secretary-Treasurer Thomas Hamilton will take over the business manager position that Denny Marshall held, and Business Representative Todd Heisserer will assume the financial secretary-treasurer position. Local 2 will also be looking for replacements for the business representative and apprenticeship coordinator positions.

At this time, President Hadel called on Vice President Bob Peterson for his report.

Brother Peterson reported that the work in Michigan looks good for both Local 70, Ann Arbor, MI, and 149, Detroit, MI. There was an election held this year at Local 149, and there were some complaints coming in on the process, which he is looking into and will address if needed. Lastly, he reported that Mark Woodward of Local 70 won a gun from the Union Sportsmen's Alliance calendar this year and is doing a great job again on the USA Conservation dinner.

President Hadel called on Vice President Brent Beasley for his report.

Brother Beasley reported that work was good and the locals have steady work. They are dealing with a rebate scam going on in California, which is causing issues. Also in Southern California, the Federal Immigration and Customs Enforcement (ICE) agency is out in full force and disrupting work with all trades. The Labor Federation is providing food for families affected by this. Local 221, Honolulu, HI, has signed up three new contractors, and Local 45, San Diego, CA, is working on a new collective bargaining agreement while heading into nominations in November. Local 162 in Las Vegas, NV, is doing a great job and has also signed a new contractor.

President Hadel called on Vice President Joe Pozzi for his report.

Brother Pozzi reported that the organizer at Local 65, Jesse Hanke, is gone, and new officers have been elected. They are also looking to buy a new building for the union office and training center. He is working on updating the constitution and by-laws at Local 97 and finishing up their collective bargaining agreement. They will have nominations of officers next

month and hope to move it out of trusteeship. They are also looking for trainers for the apprenticeship program and will be updating their apprenticeship standards. Lastly, the local is having zoning and tax issues with the local municipality to make improvements. There was not a lot of thought put in by the officers when purchasing this building.

President Hadel called on Vice President Gary Menzel for his report.

Brother Menzel reported that the work in their area is good. They have finished up both the Local 11 and Local 11A collective bargaining agreements and will be getting them out for print. They are still having jurisdictional issues with the other crafts on the solar work in their area. They are working on a pre-apprentice program for specific work, and they are putting together an event for the ladies who will be coming to the Tradeswomen Build Nations Conference in Chicago, IL.

President Hadel called on Vice President Mike Kujawa for his report.

Brother Kujawa reported that the work at Local 134, Toledo, OH, is down. They do have several big jobs on the horizon. They are in the second year of their contract. He has been working with Local 22, Rochester, NY, and Local 74, Buffalo, NY, over manpower issues. Appointed Business Manager Scott Waite of Local 75 was elected to the business manager position and seems to be doing well. Due to the circumstances at Local 75, the union and management agreed to a one-year agreement. He has been dealing with an internal issue at Local 37, Pittsburg, PA, and will report back to the board once it is settled.

President Hadel called on Vice President Shawn McCullough for his report.

Brother McCullough reported that there are four Amazon buildings

being built in their area, along with a casino, which is creating job security for the local and their members. He reported that there has been a lot of schoolwork performed this year, providing the members with great hours. They have a new contractor, LP Roofing, in the Washington, DC, area. Overall, the area has a lot of work, and they will be focusing on manpower for the contractors.

President Hadel called on Vice President Mark Conroy for his report.

Brother Conroy reported that the work looks good, and the hours this year are up. They negotiated four new agreements over the last four weeks with good increases. There are over 300 PLAs in their area, which create job security for their members. They signed a solar contractor to a one-job agreement with the hopes of signing them permanently. He thanked everyone for their support in aiding injured apprentices. The money generated by this shoot helps all members of the building trades. He thanked the locals for their support on the Union Sportsmen's Alliance shoot coming up in September. They get a lot of donations to make this a successful shoot and he feels it will be just as big as the record-breaking previous year.

The meeting was then recessed until the following morning.

The International Executive Board meeting was then resumed on the following morning, August 28, 2025, at 7:00 a.m. with the same individuals in attendance who were present when the meeting recessed on August 27, 2025. International Representatives Leo Marsura and Mike Vasey along with Market Development Department Assistant Director Steven Crim participated by telephone.

At this time, President Hadel called on International Representative Denny Marshall for his report.

Brother Marshall thanked everyone for the support and confidence in him for the position of the new International Representative. He reported he was finishing up business at Local 2, including the LM-2. As of September 1, 2025, Thomas Hamilton will take over as Business Manager. They negotiated a four-year agreement, which will give the new Business Manager some time at the job before they negotiate their next one. He will work with the new Business Manager on the lawsuit against D7 to make sure they get the money owed to their funds. Local 2 hosted the Midwest Apprentice Regional Competition last week, which went very well. He will head down to Local 143 to meet with the new Business Manager, Joshua Hammond taking over for Ron Martin. He will meet with Vice President Pozzi on Local 97 and with Vice President Mike Kujawa on issues at Local 69.

Lastly, Brother Marshall shared a 12-month Union Procedure Outline he used as Business Manager to lay out his daily duties. This helped him to keep things organized throughout the year, and he hopes it can help others.

President Hadel called on International Representative Bill Alexander for his report.

Brother Alexander thanked the Executive Board for their support for the International Representative position. He then reported on the relationship they are building with the TVA and the Y12 projects. He reported that Local 23 and 136 are looking to sign a new contractor in their area. He has a number of locals with nominations coming up, and several of them still need manpower for their contractors.

At this time, President Hadel called upon Secretary-Treasurer Terhaar to review the assignments made since

April 1, 2025. Following the review and corrections notated, a motion was made, seconded, and carried to approve all the assignments.

President Hadel presented his annual Conflict of Interest report, stating that there were no changes from the previous year. President Hadel then asked the Executive Board members, representatives and staff that were present if they had any conflicts to report in response to the question relating to the organization's 990. At this time no one had any conflicts to report.

President Hadel reported on the Journeyman Roofer & Waterproofer magazine. We are always looking for good articles, and if you have any big or unusual projects, let the international know so we can highlight them. We also need the locals to send in the women in the trade and 65-year members articles so they can be recognized in the magazine.

President Hadel reported that the International Union office will be increasing the NRIPP from 13% to 15% starting September 1, 2025, for all International employees.

President Hadel asked for a motion to pay all bills and expenses for the Executive Board meeting. A motion was made, seconded, and carried to pay the bills associated with this meeting, and the bills and costs deemed necessary and proper relating to the scheduled meetings be approved in accordance with the authority in Article VII, Section 14, of the International Constitution.

There being no further business to come before the Board, the meeting was adjourned.

Respectfully submitted,



Mitchell L. Terhaar
International Secretary-Treasurer



Secretary-Treasurer's Letter

BY MITCH L. TERHAAR, INTERNATIONAL SECRETARY-TREASURER

Giving Thanks This Holiday Season

Brothers and Sisters,
As I reflect on my years of service as an officer with Local 11 and now at the International level, I recognize that our roles extend far beyond a typical job. These leadership positions carry significant responsibilities and demand a deep commitment from all who take on the role of an officer in their local.

Oftentimes, these dedicated individuals do so without receiving financial compensation for the countless hours they invest. Each role within our union is vital to its success, regardless of the level of responsibility involved. Our officers work diligently in the daily operations, advocating tirelessly for workers' rights, and striving for improved wages, benefits, and working conditions.

They oversee the financial structure and investments of the union to protect the members' money. They

navigate the complexities of both union and non-union contractors, ensuring that the needs of our members are met and that everyone is treated equitably. I want to take this opportunity to express my heartfelt gratitude to all our local union officers for their unwavering dedication and effort. Your hard work is what makes our union strong and effective.

As we reach the holiday season, I extend my warmest wishes to you and your families for a happy holiday and a prosperous new year. As we celebrate Christmas, let us not forget the crucial role labor unions play in enhancing the lives of workers. This season serves as an opportunity to reaffirm our solidarity, recognize our shared struggles, and come together as a community. Let us find joy in giving and supporting one another, working towards a world that embodies the true spirit of the holiday season. ■

Apply for a scholarship just for union families.

Since 1991, the Union Plus Scholarship Program has awarded more than \$5 million to students of working families who want to begin or continue their post-secondary education.

Application deadline is January 31, 2026.

Learn about eligibility, applying, and requirements on the Union Plus website: unionplus.org/benefits/education/union-plus-scholarships



Union Plus Scholarship Program

Union Plus Scholarships help union families with the cost of college. Apply today!





The Washington Connection

BY JORDAN RITENOUR, ASSISTANT TO THE INTERNATIONAL PRESIDENT

Do You Know What RPELF Stands for?

Politics play a huge role in the United States of America, obviously. But politics are also present in the field of construction, and even in our industry of roofing and waterproofing. Politicians and federal government agencies set policies on a wide array of issues that affect our daily lives, and of course just about everything on the roof is under some type of regulation.

Your Safety Data Sheet, for example, informs you of crucial chemical hazards and is essential for workplace safety. But do you think your commute to work is regulated? Speed limits, turn signals, driver's licenses, auto insurance—these are all governed by laws we don't think about very often.

Under the Biden administration, we were very fortunate for four years to have a very friendly, pro-union president. President Biden made it mandatory for projects receiving federal tax dollars to include apprenticeship, health insurance, and pension language. He did this by making sure those projects were performed under a project labor agreement (PLA).

President Trump, on the other hand, told federal departments not to enforce the PLA language, which means fewer jobs will be done by our union members. He halted funding for many projects where money had already been allocated by the Biden administration. Some were near completion, like the wind and solar project in Rhode Island which was nearly 80% completed and yet stopped instantly, putting thousands of union members out of work overnight. The Department of Energy may now be pulling money from several re-roofing projects slated for next year due to the new administration policies.

These are just a few examples of how much politicians can and do affect our ability to earn great wages and benefits to support ourselves, our families, and our

Asst. to the Pres. Gig Ritenour (left) and Local 86 B.M. Marvin Cochran (right) present an RPELF check and discuss building trades workers issues with Chillicothe (Ohio) Mayor Luke Feeney, who is running for municipal court judge.



communities. This is why it is so crucial to vote in every election—or even run for office. Start at the local level: school board, township trustee, city council. Whatever it is, it's important to be involved. That is the only way to affect the direction our government is trending.

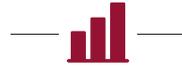
Thankfully our organization has a fund called the Roofers Political Education and Legislative Fund (RPELF). Your local can ask for RPELF funding to help support a candidate (even yourself!) for local or state office who is supportive of us, Union Roofers and Waterproofers.

Funding the candidate is simple—the local union fills out a “request for contributions” form and submits it to the secretary-treasurer's office. The RPELF committee reviews and either approves or denies the request. If approved, a check is cut to the local or state candidate and mailed to the local or district council, then the local delivers the check to the candidate.

Remember: we do NOT give political donations to any federal candidates, ever, and usually do not give in primary races. Select the candidates you want to support wisely; they should always be candidates who will fight for policies that positively impact the Union Roofer and Waterproofer way of life. Be sure to confirm that your state allows the use of RPELF funds, then use it to its full legal extent to help grow your local.

May God bless you and your family this holiday season and have a very merry Christmas and a happy New Year. ■

Remember: we do NOT give political donations to any federal candidates, ever, and usually do not give in primary races.



Marketing Issues

BY JEFF EPPENSTEIN, DIRECTOR OF MARKET DEVELOPMENT

Our Union's Strength Depends on You

Brothers and Sisters,
The power of our union has always come from one simple truth: **we are stronger together than we could ever be apart.** Every victory we've won—every contract, every safety standard, every benefit that protects our families—exists because union members before us stood shoulder to shoulder and refused to back down.

Today, that same strength is being tested. The political winds in this country are shifting. The voices of working people are being drowned out by corporate influence and divisive politics. Laws that protect union labor, apprenticeship programs, pensions, and fair wages are under scrutiny like never before.

The Danger of Silence

Our union cannot thrive if our members stand on the sidelines. Too often, we assume "someone else" will show up to the meeting, vote in the election, or speak up when decisions are being made. But the reality is, when we don't participate, others make those decisions for us.

Anti-labor forces are counting on our silence. They're banking on workers being too busy, too frustrated, or too disconnected to get involved. And when we don't step up, that's when they win.

Participation is our lifeline. It's what keeps our union democratic, accountable, and powerful. Every meeting you attend, every call you make to a representative, every apprentice you mentor, every conversation you have about the importance of union work—it all adds up. Each action strengthens the foundation that protects all of us.

The Power of One, the Strength of Many

When members are active, our union is unstoppable. We negotiate stronger contracts, protect our safety standards, and expand our influence in government and the industry.

When members disengage, we lose ground, and it takes years to win it back.

Participation isn't about politics; it's about survival. It's about ensuring that decisions affecting our trade are made by people who understand what it means to climb

a roof in 100-degree heat, to work through the rain, or to balance skill and safety every single day. Nobody knows our work like we do

This Moment Calls for Leadership from Every Member

Leadership starts with every member who takes responsibility for the future of this union. We all have a role to play:

- ▶ **Attend your union meetings.** Be part of the conversation. Decisions are made by those who show up.
- ▶ **Get involved in committees, trainings, or political outreach.** These programs keep our union growing and visible.
- ▶ **Educate the next generation.** Mentor apprentices. Pass down the skills, pride, and solidarity that define our craft.
- ▶ **Speak out.** Whether it's on a jobsite, at a city council meeting, or in a voting booth, your voice carries weight.

The challenges we face today are real. Anti-worker legislation, unsafe jobsite practices, and attacks on collective bargaining aren't just headlines—they're threats to our livelihoods. But our history proves one thing: when Roofers and Waterproofers unite, we win. We've stood the test of time for over a century because our members never shied away from a fight.

Now, we're being called to fight again. The future of our trade won't be written by politicians or corporations; it will be written by us. Let's remind the country what solidarity looks like. Let's prove that the United Union of Roofers, Waterproofers, and Allied Workers is not just a name—it's a movement, powered by every one of its members.

The strength of our union depends on our solidarity. Together there's nothing we can't accomplish. Make it your New Year's resolution to attend the next union meeting or event. Celebrate the holidays with your union brothers and sisters, because they are your second family.

And with that I would like to close by wishing all a cheerful holiday season, enjoying time with your loved ones. UNION STRONG! ■



Women in Roofing & Waterproofing

BY DEBORAH CHUNN, MARKET DEVELOPMENT REPRESENTATIVE

She Builds up Her Crew While Tearing off Roofs

For more than a century, women have been fighting for their place in the American Labor Movement, often quietly, often overlooked, but always determined. From the textile mills of Lowell, Massachusetts, to the shipyards of World War II, women have stepped into jobsites that weren't built for them and have proven, again and again, that skill, leadership, and grit have no gender.

In the building trades, that fight has been slow and hard-won. The tools are heavy, the work is dangerous, and the tradition runs deep. Yet every generation has its women who show up and show out.

In Peabody, MA, one of those women is Paula Garneau, a tear-off foreman with Boston Local 33. She commands respect not because she demands it, but because she has earned it, every single day.

By the time the first light hits the skyline, Paula is already onsite, clipboard in hand, boots crunching across the gravel. The air smells like tar and coffee. For most people, it's another work day, but for Paula it's another day leading a crew, her second family.

Paula oversees a crew of 15–20 roofers at any given time. She's responsible for safety, efficiency, and the relentless coordination that keeps a project moving. But if you talk to anyone who knows her crew, they will tell you that what sets Paula apart isn't just her skill, it's her heart. That attitude is part of what has always fueled the women labor movement—the belief that solidarity isn't just about contracts and wages, but about people.

Paula knows everyone on her crew—their kids' names, their struggles, their jokes. She can tell who's tired just by the way they walk across the deck of the roof. Then there are the birthdays. No matter what, Paula never

forgets. She'll pull up to the jobsite with cupcakes to celebrate. It doesn't matter what flavor, the guys are always grateful. She gathers the crew around. The singing is always off-key, the frosting always melts a little due to the sun, but it's her tradition. It's her thing she loves to do.

In a world that often sees construction as rough and tough, Paula Garneau shows a different truth. That leadership can be strong but kind, that a foreman can be both tough as nails and full of heart.

Her pride in the crew is visible, and she constantly smiles while telling her story. She loves being a foreman. When asked what she is most proud of, Paula won't point out one or two particular projects. Instead, she talks about her crew—the people who show up in the heat and frost and everything in between. In many ways Paula is part of something much bigger than herself, a continuing story of women who lead with both strength and compassion.

Being the only female tear-off foreman in the Boston area did not come without its challenges. Early on she had to prove she belonged, not through words but actions. But at the end of a long day, when the last piles of roofing material hit the dumpster and the sun dips behind the skyline, I

imagine Paula often pauses to look over the cleared roof deck with a tremendous sense of accomplishment. Her crew is tired but proud, laughing, packing up, ribbing each other like brothers usually do. And she realizes her job is done for the day.

Paula doesn't just run a job. She runs a home away from home. I can say Paula would be described as firm, fair, and fiercely loyal. The kind of leader who leads with heart, and is here to stay. ■



Paula Garneau is a tear-off foreman with Local 33.



Roofers & Waterproofers
Research and Education
Joint Trust Fund

BY KEITH J. VITKOVICH,
EXECUTIVE DIRECTOR OF ROOFERS
& WATERPROOFERS
RESEARCH AND EDUCATION TRUST FUND



Roofers & Waterproofers Research and Education Joint Trust Fund

The Research and Education Trust Fund is a joint labor and management trust fund created and administered for the purpose of research and education pertaining to employment and issues related to the roofing and waterproofing industry. Contractor contributions, as mandated by the International By-Laws and collective

bargaining agreements, provide the funding for the development of new training packages, instructor training and safety and health resources.

The Trust provides instructor training at its annual National Instructor Training Program (NITP), which equips instructors with the capabilities, knowledge and resources to offer and provide the highest level

of training to our members at your apprenticeship programs (JATC).

The Trust Fund has developed and can provide several training packages, which consist of student manuals, instructor guides, electronic presentations and interactive programs that are both available for order or can be downloaded from the Trust Fund's Training Resource Center.

Training packages available from the Trust:

- Single-Ply Roofing in both English and Spanish
- Single-Ply Applicator National Certification
- Built-Up Roofing
- Steep Slope Roofing
- Green Technologies in Roofing & Waterproofing
- Competent Person for Fall Protection
- A complete Safety and Health training program that can be utilized for
- OSHA 10 and 30 classes, available in both English and Spanish
- GHS/Hazard Communication
- RF Radiation Awareness
- Roofers Math
- Qualified Rigger Person
- Qualified Signal Person
- Fundamentals in Roofing & Waterproofing

The Trust has the resources to conduct the following training classes:

- Foreman Training (Parts 1 and 2)
- OSHA 510
- OSHA 500
- OSHA 502
- Competent Person Fall Protection Train the Trainer (TTT)
- Qualified Signal Person TTT
- Qualified Rigger Person TTT
- Office of Apprenticeship Standards and Policies Course
- SkillPlan Mentorship TTT
- Single-Ply National Certification Qualified Evaluator TTT
- ICRA TTT
- Roofers Hazard Communication and RF-Radiation TTT



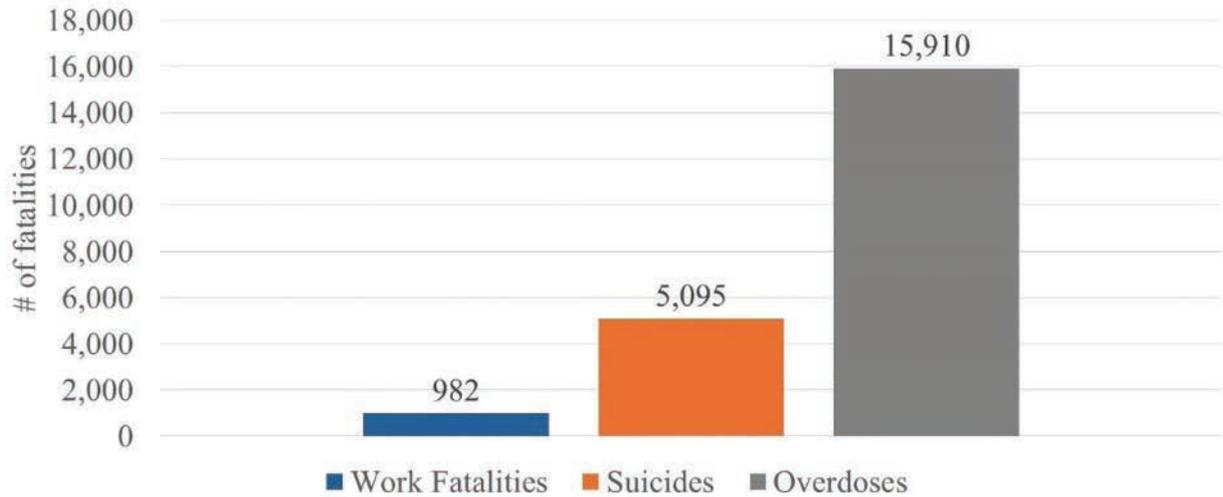
In addition, the Trust develops recruitment resources such as pamphlets (available in both English and Spanish) and videos that Local JATCs can request.

For more information, please visit the Trust Fund's website at www.rooferseducation.com or scan this QR code.

Inquires relating to the Trust Fund should be directed to Executive Director Keith Vitkovich at:

Roofers & Waterproofers Research and Education Trust Fund
1660 L St. NW, Suite 800, Washington, DC 20036 • (202) 463-7663

Fatalities by cause among construction workers 16 to 64 years old, 2023



Mental Health in the Construction Industry

Construction workers have significantly higher rates of injuries, fatalities, death by suicide, and overdose deaths than American workers. For example, although construction workers are only about 7% of the entire workforce, they were 20% of on-the-job fatalities and 16% of opioid overdoses.

As the chart above shows, in 2023 there were 982 fatal injuries among construction workers—and 15,910 fatal overdoses and 5,095 suicides.

CPWR has developed free, practical tools—including toolbox talks, infographics, hazard alerts, and training programs—to help prevent opioid overdoses and suicides and to improve worker well-being. ■



Resources to Prevent Opioid Deaths in Construction

Statistics and reports • Hazard alert card, toolbox talks, and infographics • Training program (NABTU Opioid Awareness Training Program) • Webinars, videos, blogs and podcast • Guides and other resources

Resources to Prevent Suicide Deaths in Construction

Statistics and reports • Hazard alert card, toolbox talks, and infographics • Training programs (CPWR's Building Resilience and CIASP's Suicide Prevention Training) • Webinars and blogs • Guides and other resources



Matt Wittenborn Joins the Roofers & Waterproofer's Research and Education Joint Trust

The Roofers & Waterproofer's Research and Education Joint Trust is pleased to announce that Matt Wittenborn, former training director at Roofers Local 2 in St. Louis, MO, has accepted a full-time position with the Trust Fund.

Matt began his roofing career in 1999 as a senior in high school. He worked part-time as a shop man for the Young Group Ltd. while also attending courses at Jefferson College. After turning 18, he began his apprenticeship with Local 2, working his way up to journeyman. He earned an Associate's Degree in Information Technology, 3D Animation, and Applied Sciences from ITT Technical Institute in 2003, and soon after became a foreman.

In 2014, Matt accepted a part-time instructor position with the Local 2 JATC and became a full-time employee in 2017 when Training Director Dan Knight retired.

Matt became a part-time employee of the Trust Fund in 2019 and has since participated in numerous training sessions across the country. He also serves as an adjunct professor at Washtenaw College during the Roofers and Waterproofer's National Instructor Training Program.

When asked for a comment about this new position, he simply stated, "I have been honored to serve Local 2 as an instructor, training director and recording secretary, and I look forward to working full time with the Trust Fund and all that we will continue to accomplish to benefit our members, industry and union." We look forward to having Matt Wittenborn as an addition to our team. ■



John Delgado Addresses the MACC

John Delgado, apprenticeship standards consultant for the Research and Education Trust Fund, gave speeches to multiple crafts at the 49th annual Midwest Apprenticeship and Training Coordinators Conference (MACC) held in Lake of the Ozarks, MO, from October 1-3, 2025. Topics of John's speeches included access to apprenticeship.gov and its grant opportunities, differences between federal and state programs (Office of Apprenticeship (OA) vs. state apprenticeship agencies), the importance of anti-harassment training, and early program reviews at the local level.

John also spoke about current affairs with the U.S. DOL and Office of Apprenticeship, such as the difference between "acting" directors and appointed directors; the effects of a government shutdown on apprenticeships and RAPIDS reporting; and the importance of attending the Standards and Policies course at our National Instructor Training Program at Washtenaw Community College.

John served as an apprenticeship training representative for the Office of Apprenticeship beginning in 1988 and retired from his federal government service with the U.S. DOL/OA on Jan. 1, 2022, with over 30 years of service. He was hired by the Roofers & Waterproofer's Research and Education Joint Trust Fund in August of 2023 and has provided a wealth of knowledge concerning the DOL/OA, which has been instrumental in the



development of the Trust Fund's National Guideline Standards and assistance to local JATCs.

Trades that were present at the MACC during John's speeches include:

- Roofers & Waterproofer's
- Sheet Metal Workers
- Plumbers & Pipefitters
- Operating Engineers
- Boilermakers
- Insulators
- Iron Workers
- Plasterers and Cement Masons
- Painters
- Bricklayers
- Electricians
- Teamsters
- Elevator Constructors
- Laborers

We are honored to have John Delgado and his knowledge of registered apprenticeship as a resource available to all of our apprentice programs nationwide. ■

APPROVED NRIPP PENSION APPLICATIONS
AT THE MEETING OF AUGUST 18, 2025

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
Henry C. Anderson	Late	11	Danny Douglas	Normal	97
Jesus Acevedo Chavez	Late	81	James E. Duncan II	Late	119
William L. Adams	Early	20	Randy Edwards	QDRO	142
Kenneth Alley	Late	10	Joseph Episcopo	Early	11
Daniel Amaral	Unreduced	33	Glen R. Eshenbaugh	Early	37
Steve A. Ash	Early	95	Joseph Fisher	Early	2
Roy P. Ashworth	Late	37	David Fox	Early	2
James F. Bagnoli	Unreduced	135	Hector Galvez Murillo	Late	45
Troy Baker Jr.	Late	81	Alvaro Garcia	Early	11
Vicente Balderas	Late	220	Gerardo Garcia Rosas	Early	220
Octavio T. Barrera	Unreduced	220	Dean W. Gieske	Late	96
David Bass	Early	49	Timothy A. Good	Late	185
Gregory A. Batalis	Unreduced	23	John Goeller	Disability	23
Anthony Bednarowski	QDRO	11	Bradley L. Goering	Early	32
Steven Benda	Unreduced	22	Jose E. Gonzalez	Unreduced	36
Christopher Benjamin	Early	96	Ruben Gonzalez	Late	11
David E. Bennett	Late	162	Ernesto Gonzalez Robles	Unreduced	49
Donald Bennett	Late	22	Donald W. Gorbey	Normal	242
Gary Bjork	Normal	49	Richard A. Green	Late	2
Joseph Bogliolo	Unreduced	40	Wayne C. Grubb	Normal	119
William B. Boley	Disability	185	Edgar Gudiel	Late	96
Anthony Bradshaw	Early	185	Clifford A. Hackbarth	Early	96
Joseph Bristow	Late	81	Rodney L. Hamlin	Late	200
Timothy A. Buck	Unreduced	96	Marion T. Harper	Normal	119
Liddon Bullock Jr.	Normal	22	William G. Hause	Late	37
Scott A. Bumgardner	Early	188	Stuart A. Hein	Late	220
Bruce Burton	Early	96	Timothy R. Henke	Late	81
James Callaghan	Disability	10	Lester J. Henton	Disability	22
William Carroll	Unreduced	11	Ygnacio Hernandez	Unreduced	119
Celestino Cervantes Sanchez	Unreduced	143	Noble L. Hodgin Jr.	Early	49
James M. Chaffee	Late	136	Michael S. Hoffman	Unreduced	150
Svend Christensen	Early	195	John C. Holmes	Late	11
LuBomyr Chubko	Disability	37	Dennis L. Holsapple	Late	11
Andrew Clawson	Unreduced	37	Daniel S. Holst	Early	2
Christopher Cook	Normal	81	Robert E. Hoover	Unreduced	20
Dennis R. Collins	Late	123	Michael P. Hopper	Disability	10
Randy Coomer	Late	2	Pablo Ibarra	Unreduced	11
Timothy Coomer Sr.	Early	106	Scott G. Jahner	Late	96
Raymond Costello	Unreduced	11	Ronald E. Jaramillo Jr.	Late	2
Donald E. Creson	Early	69	Marvin L. Jerome	Early	22
Rigoberto Cruz	Unreduced	11	Craig L. Johnson	Late	91
Johnny E. Dalton	Early	27	Donald E. Kelly	Late	106
William Dana	Late	54	David D. King	Late	81
Donald Delp Jr.	Late	86	Shawn Kinney	Unreduced	81
Kenneth DeWinter	Late	26	John A. Kleva	Late	12
David Dlugolecki	Early	20	Jeffrey A. Kronen	Late	20
Michael Dold	Early	11	Ronald D. Lantz	Early	11
Dale Dougay	Late	317	Michael J. Lerret	Unreduced	65

CONTINUED – APPROVED NRIPP PENSION APPLICATIONS
 AT THE MEETING OF AUGUST 18, 2025

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
John Little	Late	11	Michael H. Reid	Unreduced	188
Maalona P. Lologo	Normal	54	Danny W. Riddell	Late	86
Jeffrey P. Lojek	Disability	210	George A. Rivera	Late	27
Robert M. Lood	Unreduced	11	Delfino Ruiz	Unreduced	11
Jose D. Lopez	Late	11	Gerald Rush	Normal	119
John J. Madsen	Late	54	Brian A. Russell	Unreduced	20
Christopher Magley	Disability	11	Agustin Rodriguez	Early	81
Odin S. Malin	Early	91	Stephen L. Rodwell	Late	96
Robert H. Marcucci	Late	11	David H. Rogers	Late	36
Gary W. Marcum	Normal	119	Victor A. Rosa	Early	220
Daniel Martineau	Late	96	Harold E. Rosentrater	Unreduced	96
David C. Matecki	Early	2	John S. Ross	Normal	44
Jonathon B. Mathieu	Disability	44	Roy L. Rowell	Normal	65
Sidney M. McAlexander Jr.	Late	136	Matthew J. Rozowski	Late	96
Keith McConaughay	Late	11	Kenneth Sadowski	QDRO	11
Ronald D. McCoy	Normal	71	Gerardo Salas	Late	11
Michael A. McFarland	Late	37	Bruce W. Satek	Late	96
John E. McKeel	Unreduced	37	Oscar J. Saucedo	Late	26
Victor L. Merrival	Late	54	Dennis Scherer	Late	65
Lonnie T. Mickelsen	QDRO	91	Timothy J. Schmid	Normal	96
Lonnie T. Mickelsen	Early	91	Richard D. Schnieders	Normal	2
Larry D. Moehlenkamp	Unreduced	11	Thomas A. Schuster Jr.	Late	119
Charles S. Myers	Early	11	George A. Scott	Early	106
David G. Nelson	Unreduced	135	Kenneth P. Senteno	Normal	54
Thomas Neylon	Late	11	Ronnie D. Shank	Late	189
John T. Ochap	Late	37	Edward R. Simkins	Unreduced	96
Kevin D. Olson	Late	96	Wendell L. Sinclair	Late	12
Steven G. Olson	Late	96	Richard R. Silva	Late	10
Jose Ortega	Early	11	Mark A. Smith	Late	49
Jose L. Ortiz	Unreduced	11	Adrian Soriano	Early	36
Fausto Padilla Casillas	Early	81	Gene V. Speers	QDRO	32
Roy O. Pannebecker Jr.	Late	136	Brian P. Spurlock	Early	106
Robert W. Parrotti	Early	241	Anthony E. Squint	Early	23
Lynne A. Paul	Normal	69	Otto W. Stens	Early	91
Luis S. Perez	Unreduced	95	William Tancredi	Early	49
Timothy L. Peters	Normal	20	Joseph Taravella	Late	123
Ismael Porras Flores	Unreduced	96	Charles T. Taylor	Late	65
Michael Powers	QDRO	188	Robert J. Taylor Jr.	Early	11
Joseph Pozzi	Unreduced	26	Talbert W. Taylor Jr.	Late	189
Wayne J. Price	Early	210	J. Jesus Tejada Diaz	Early	81
Loren T. Puckett	Early	49	Dale M. Thomas	Early	20
Rodrigo Quintana	Unreduced	11	Edward A. Thomas	Early	195
David Ramirez	Late	81	Jesus C. Tovar	Late	220
Ernesto A. Ramirez	Unreduced	40	Jeffery J. Trujillo	Normal	91
Timothy D. Rash	Late	54	Thomas B. Turk	Unreduced	44
Douglas M. Rasbrook	Late	210	Jose A. Valencia Galvan	Late	81
Wayne A. Redinger	Disability	34	Bradley W. Vincent	Late	182
Michael V. Reed	Normal	153	Karl B. Visnic	Normal	44

CONTINUED – APPROVED NRIPP PENSION APPLICATIONS
AT THE MEETING OF AUGUST 18, 2025

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
David Volz	Unreduced	149	Gregory E. Weynand	Early	69
Jeffrey M. Warner	Early	106	Allan W. White	Disability	22
Nirmala Wati	Late	54	Thomas B. Wilson	Normal	189
Mark A. Weatherly	Normal	142	Dean A. Witt	Early	96
Richard G. Welke Jr.	Late	241	Curtis L. Writtenhouse	Early	119

APPROVED NRIPP SURVIVOR BENEFIT APPLICATIONS
AT THE MEETING OF AUGUST 18, 2025

PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION
Leonard Alcala	20	Paul Crawford	49	Alain Jenkins	30
David J. Ales	11	John Czubowicz	30	Dennis Lapre	2
Earl Ashley	70	John Defratis	44	John F. Lauer	20
David Backstrom	135	Jessie Dennis	195	William L. McAllister	123
Robert Bahrenburg	32	John F. Farley	10	Leonard Nichols	136
John A. Barbati	37	Donald W. Frese	11	Michael J. O'Connor	182
Robert Bastain	96	Moises Garcia	81	Philip Oleksy	44
Lonnie Berry Sr.	36	Phillip Gary	20	Carlton Pitts	123
Daniel Bishop	26	Larry Gehrke	96	Francisco Romano	11
LeRoy Buchanan	11	Rodney T. Gibbons	11	Jack Rybar	44
Gerald Caffee	119	Apolinar Gonzalez	81	Isidro Sanchez	123
James Cisney	119	George Gottschalk	189	Paul R. Schwebach	96
Steven Chamberlain	182	Gary Grunstad	11	Miguel Solano Jr.	58
Michael Clark	96	Buster Harrell Jr.	143	Wayne G. Talbert	20
Charles Cochran	44	Frederick Herbison	10	Sharon Wells	44
Thomas Cocks	11	Jeff Hoecherl	91	Earl W. Zentgraf	37
Linda Collins	2	Joseph Husler	11	Kenneth J. Zika	2

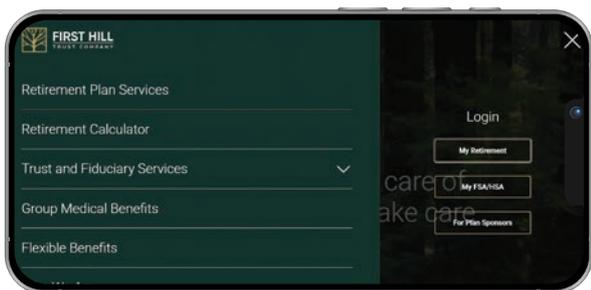
Questions about your pension?

If you have contributions made on your behalf to the National Roofing Industry Pension Plan (NRIPP) or National Roofing Industry Supplemental Pension Plan (NRISPP), you can contact fund administrator Wilson-McShane with any questions regarding your plan.

Visit www.nripf.com or call 800-595-7209 for information.

Reminder: Track Your Retirement Benefits Online

If your local union contract requires your employer to contribute to the National Roofing Industry Supplemental Pension Plan (NRISPP), you can monitor your growing benefits online. The Trustees have selected First Hill Trust Company to track and manage your NRISPP account. Simply log in to www.firsthilltrust.com and click on “My Retirement” to access your account and see your account balance in real time.



The First Hill Trust Company website offers a bold, easy-to-read display of:

- › Your account balance
- › Investment performance of the NRISPP
- › Year-to-date employer contributions to your account, and
- › Your vested benefit



For additional details on the NRISPP or the **National Roofing Industry Pension Plan (NRIPP)**, you can also visit www.nripf.com. This site provides access to legal notices, plan documents, and answers to common questions. Simply navigate to the “Resources” tab to find your plan details, annual statements, and a history of employer contributions over your years of service. The Trustees are continuously enhancing the site, so be sure to check it regularly for updates.

The NRIPP and NRISPP work together to support you and your family in retirement, and these websites provide valuable tools and information to help you make

informed decisions about your future. If you need assistance, contact the Fund Office at (800) 595-7209 or reach out to your local union.

Which Website Should You Use?

Visit www.firsthilltrust.com to access your personal account information:

- › Check your NRISPP account balance
- › View your vested balance
- › See year-to-date contributions and investment returns

You can view your most recent account value on the firsthilltrust.com website or by scanning the QR code on the right. Values are updated monthly. Just click on Register to access your account.



Please note, if you are logging in for the first time, you will need to provide either your cell phone or email address by calling First Hill Trust Company at (800) 524-4852.

Visit www.nripf.com to access NRIPP and NRISPP plan level information:

- › Learn how the NRIPP and NRISPP operate
- › View past employer contributions to your retirement plans
- › Explore retirement and disability benefit options

If you have not yet registered on the www.nripf.com website, click “New User Registration” on the www.nripf.com homepage and then “Create New User.” You will need:

- › A valid email address
- › Your Social Security number
- › A security question and answer

For help or questions, call (800) 595-7209. ■

Announcing a New Member Benefit: TruHearing® Hearing Care

Hearing health plays a vital role in overall well-being and has been linked to cognitive decline and dementia, so it's important to address hearing loss sooner rather than later. That's why the United Union of Roofers, Waterproofers & Allied Workers is proud to announce a new partnership with TruHearing, providing our members access to high-quality hearing care at significantly reduced, transparent prices.

The plan with TruHearing includes:

- Testing:** You and your dependents are eligible for a comprehensive hearing exam once every 12 months.
- Hearing Aids:** The plan includes transparent fixed pricing ranging from \$499-\$1799 per hearing aid from the top A-rated manufacturers. Hearing aids obtained through TruHearing providers also include a 60-day return policy, 3-year warranty for repairs, and 3-year replacement warranty for loss or irreparable damage (manufacturer and reprogramming fees may apply). The 3-year loss and damage coverage allows for a one-time replacement of a lost or irreparably damaged hearing aid.
- Office Visits:** The benefit includes follow-up office visits relating to hearing aid maintenance/fittings during the first 12 months after you receive your hearing aid.
- Batteries:** Receive 80 batteries per ear for each prescribed non-rechargeable hearing aid. Rechargeable hearing aids are available at no extra cost at Standard, Advanced, and Premium levels of technology.

These benefits are at no cost to you. There is no deductible, and you will not be balance-billed for covered services and equipment obtained through a TruHearing provider. Plus, TruHearing provides all Roofers members with a dedicated Hearing Consultant to guide them through their hearing health journey.

Gradual hearing loss is considered a normal part of aging, but that doesn't mean there is nothing to be done about it. Take precautions when working around loud machinery and engines, using lawn equipment,

hunting, or handling firearms. And call TruHearing to learn how you can make the most of your Roofers hearing benefits. ■



To learn more about your hearing program,

call (833) 723-0521 or go to truhearing.com/RoofersInternational.

Members of certain health and welfare benefit funds are eligible for additional fund allowances for hearing aids through TruHearing. Please contact a TruHearing representative at the dedicated number for your plan.

- National Roofers Union & Employers Joint Health & Welfare Fund** (833) 723-4246
- Indiana State Council of Roofers Health & Welfare Fund** (833) 723-7760
- Roofers Local 33 Insurance Fund** (833) 670-5775



TruHearing®

1-833-723-0521 | TTY: 711

Address your hearing loss for less.

Thanks to United Union of Roofers, Waterproofer & Allied Workers, you have access to tremendous savings through TruHearing®. This includes a hearing exam (\$0 copay) and access to top-of-the-line hearing aids and professional care.



John is wearing a Signia® Active Pro hearing aid.

Hearing aid tier	Average retail price/aid	Savings	Member cost
Premium	\$3,250	\$1,451	\$1,799
Advanced	\$2,745	\$1,346	\$1,399
Standard	\$2,065	\$1,066	\$999
Basic	\$1,705	\$1,006	\$699
Value	\$1,435	\$936	\$499
TruHearing Premium	\$3,250	\$1,801	\$1,449
TruHearing Advanced	\$2,720	\$1,571	\$1,149

Your hearing aid purchase includes

- Risk-free **60-day** trial period
- 1 year** of follow-up visits
- 80 free batteries** per non-rechargeable hearing aid
- Full **3-year manufacturer** warranty



Call TruHearing to get started.

1-833-723-0521 | TTY: 711

Hours: 8am–8pm, Monday–Friday



Recognizing Suicide Prevention in Construction Week

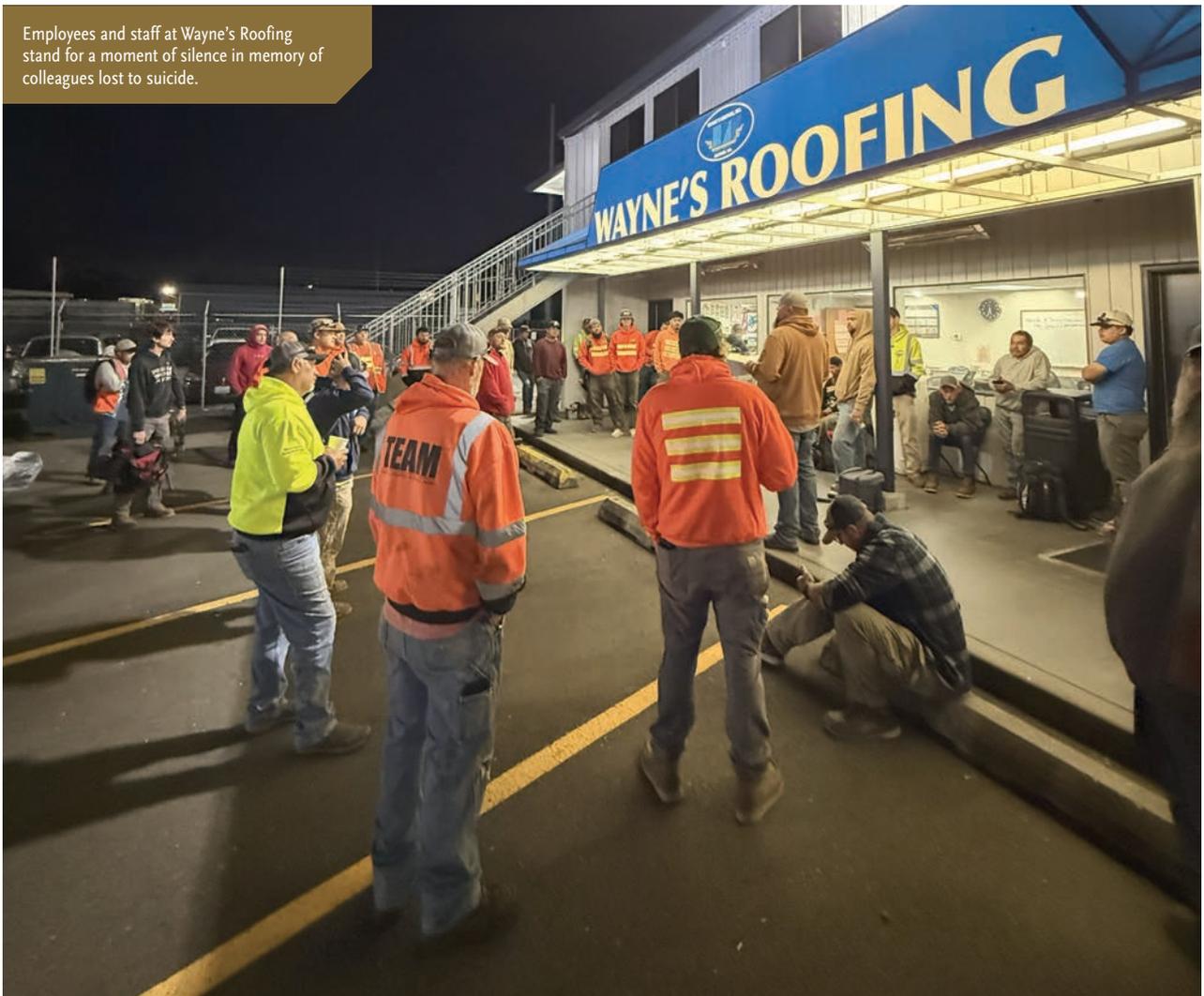
From September 8–12, 2025, Local 153 members and apprentices in the Pierce County (WA) Roofers Apprenticeship Program joined thousands nationwide in recognizing Suicide Prevention in Construction Week. On September 8, crews paused for a nationwide stand-down and moment of silence to honor the lives lost to suicide in the construction industry.

The week highlighted the union's ongoing commitment to protecting members' well-being. In the days leading up to the stand-down, training agents welcomed Business Manager Richard Geyer and Training Director Racheal Geyer into their shops, opening conversations about mental health, encouraging members to reach

out for support, and reminding everyone to check in on their peers. Banners, pledge drives, and toolbox talks reinforced the message that mental health is just as vital to jobsite safety as hardhats and harnesses.

Wayne's Roofing in Sumner, WA—one of many shops that participated—brought this message to life. On the morning of September 8, apprentices and journeymen gathered shoulder to shoulder for a moment of silence. Together, they honored colleagues lost to suicide while reaffirming their responsibility to look after one another. The scene captured a powerful image of unity and care—the very culture that Local 153 and the Pierce County Roofers Apprenticeship Program strive to foster every day. ■

Employees and staff at Wayne's Roofing stand for a moment of silence in memory of colleagues lost to suicide.



A crew of Juan Lemus (foreman), J. Ventura Rubio, Jose G. Rodriguez, Andrew Duarte, Mauricio Tena-Calderon, Eugenio Solario, and Antony Coruthers are pictured with Org. Kevin Landreth at Beaverton H.S. Contractor is Arrow Roofing.

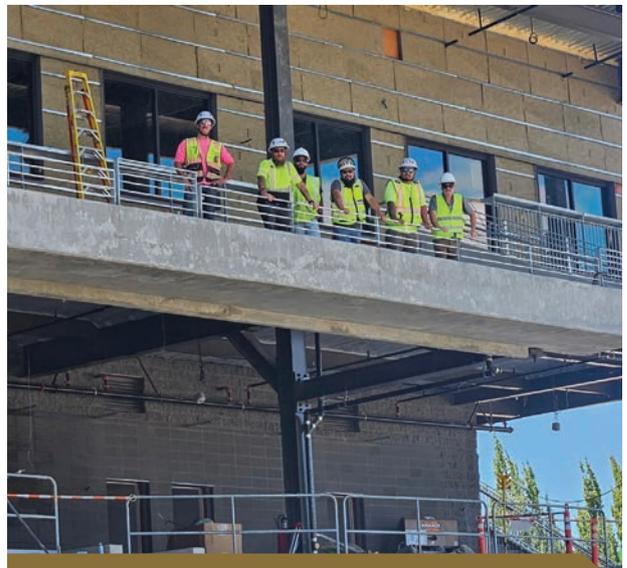


Portland Local 49 Roofers Around Town

Roofers & Waterproofers Local 49 members display their skills on sites all around Portland, OR. Together these well-trained professionals are taking on some of the top roofing projects in the city and completing them proudly on time, on budget, and at an unrivaled level of quality. ■



Local 49 roofers on the Rivergate project working for Carlson Roofing.



Dylan Butler, Jack Whitchurch, Fravier Arce, Kevin Landreth, Rojelio Gutierrez, and Jeff Eppenstein at the new Hillsboro Hops MiLB Stadium under contractor ABC Roofing a Tecta Co.



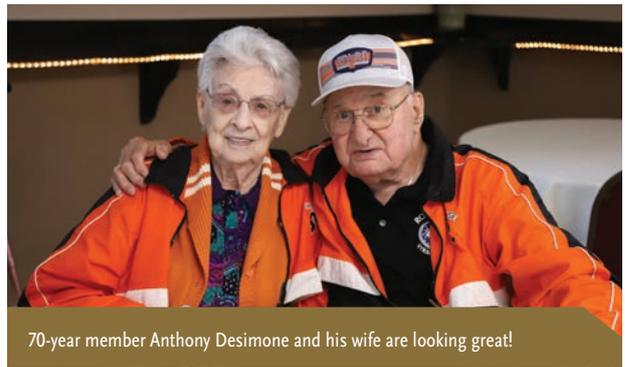
Maverick Edwards and Bob Purcell enjoy catching up at the clambake.



Ronald Humphrey (left) receives his 40-year pin and Eric Larsen receives his 20-year pin.



Old friends Bruce Davis and Terry VanWie.



70-year member Anthony Desimone and his wife are looking great!

Members Unite at Local 195 Annual Clambake

On September 6, Roofers Local 195, Syracuse, NY, held their annual clambake with over 180 people in attendance. The members always look forward to getting together with old coworkers and catching up at this outdoor event that provides great food and even better camaraderie. ■

Local 97 Elects New Leadership

In a unanimous vote, the membership of Roofers & Waterproofers Local 97, Champaign, IL, elected Kristina Webber as its new business manager in November. Sister Webber's election represents many firsts: she is the first female business manager of not only Local 97, but of all Roofers locals in the state of Illinois. Even the local Peoria building trades cannot recall a woman in a business manager position.

Sister Webber's hard work over the years has earned her the trust of the membership, and she feels highly honored to have been bestowed this responsibility. As part of her commitment to strengthening and growing the local, she hopes to increase opportunities for other women to thrive. "I hope to inspire more women to join our ranks and strive to be in leadership roles," she said. ■



V.P. Joe Pozzi swears in Local 97 B.M. Kristina Webber.



Roofers Doing What They Do Best

Roofers from Local 96 signatory contractor RTS Roofing recently reroofed the Carpenters Hall in Eau Claire, WI. These roofing professionals were hired to do what they do best! Pictured left to right: Luis Herrera, Randy Gonzales, Joey Novak, Travis Raske, and Luke Stoneberg. ■

Staying Safe in St. Louis

A Roofers Local 2, St. Louis, MO, crew working for Taylor Roofing out of Belleville, IL, participated in a safety stand-down with Razer Safety & Health while working at the Missouri American Water plant. Pictured are members Rick Seibert (foreman), Scott Lober, Shane Youngblood, Mark Cline, Joe Cline, Osirus Bobzin, and Dylan Kempf, along with the safety rep. ■



Local 58 Former Business Manager Passed Away

Dale Solano passed away on September 26. He was a lifelong union man from Pueblo, CO, who joined Local 58 in 1959 and was a roofer by trade for 47 years. He was very active in the local and served as president and business agent. He retired from roofing in 2005 but remained as the business agent for Local 58 until 2018, leaving a lasting impact on the trade, the local membership, and his community. Many will remember Brother Solano for his decades of hard work and service to Colorado's roofers and waterproofer. ■



In Memory: Former V.P. Don O'Blenis

Don O'Blenis passed away at his home on November 17. He was a lifelong, 55-year member of Roofers Local 23, South Bend, IN, where he served as business manager before being elected international vice president. He spent his career representing members in his local and throughout the mid-states region, and he touched many lives through his advocacy.

It's hard to put into words what Vice President O'Blenis meant to our union at the local, state and international levels. He was much more than just a man

holding office. He was family. He was reliable in every sense of the word: a steady hand, a loyal friend, and the kind of person who made everyone feel welcome.

Don lived his life with integrity, strength, humility, and genuine kindness that inspired everyone around him. He was a true advocate for labor, specifically union labor. He will be greatly missed by both his family and his union family. ■



President Hadel swears in Mid-States officers Nancy Weibel, Bill Franklin, Tim Maxcy, Bill Alexander, and Mike Frye.



Mike Vasey, left, and Jim Hadel are honored by the Mid-States District Council.

Achievement Awards, New Officers Sworn in at Mid-States Council

At a council meeting in September at the Local 188, Wheeling, WV, hall, the Mid-States District Council honored International President Jim Hadel (Local 20) and International Representative Mike Vasey (Local 44) for their longtime commitment to the organization and the council. President Hadel also swore in the newly elected council officers. ■

From Apprentice to Business Owner: Local 26's Newest Signatory Contractor

When Jose Castro was in high school, he did not see college in his future after graduation. Instead, he entered the Indiana Plan at Ivy Tech, a pre-apprenticeship program that helped prepare him for a construction trade. He joined the Roofers Union and completed a four-year apprenticeship.

He did well, but that wasn't enough. When he was 30 years old, he decided to pursue a college education. In fact, he graduated from Purdue University, which has one of the most recognized programs in construction in the country.

He worked days and attended college at night. That couldn't have been easy, but he did it. After many years of focused effort, he is now the proud estimator, project manager, and owner of Performance Roofing Solutions. Performance Roofing Solutions recently signed with Roofers & Waterproofers Local 26, Hammond/Gary, IN, and is the first minority-owned union roofing company in NW Indiana. That is quite an achievement! ■



Local 26 B.M. Marcus Bass, Jose Castro, and Local 26 B.R. Scott Cooper.

John C. Martini Award Presented to Nine Locals

The John C. Martini Organizing Award has been presented to nine local unions who qualified in calendar year 2024. The bar for the award is high—the local must have attained its highest membership count in the last 20 years. Congratulations to the following locals that achieved this distinction—with several earning the award for multiple years in a row.

- Local 27, Fresno, CA
- Local 33, Boston, MA (third year in a row)
- Local 36, Los Angeles, CA
- Local 45, San Diego, CA (fourth year in a row)
- Local 70, Ann Arbor, MI (third year in a row)
- Local 86, Columbus, OH
- Local 106, Evansville, IN (second year in a row)
- Local 112, Springfield, IL
- Local 210, Erie, PA

In addition, the following 29 locals achieved positive membership growth in 2024. Thank you for your ongoing efforts in growing Roofers & Waterproofers membership and making us a stronger union.

- Local 9
- Local 12
- Local 22
- Local 23
- Local 26
- Local 30
- Local 32
- Local 37
- Local 40
- Local 44
- Local 49
- Local 65
- Local 69
- Local 74
- Local 81
- Local 88
- Local 95
- Local 96
- Local 119
- Local 142
- Local 143
- Local 149
- Local 153
- Local 162
- Local 188
- Local 189
- Local 195
- Local 203
- Local 221



Local 27



Local 36



Local 45



Local 33



Local 70



Local 210



Local 106



Local 86



Local 112

2025 Leadership Training Program

The United Union of Roofers, Waterproofers & Allied Workers annual Leadership Training Program (LTP) continues to draw local union leaders from across the country for its week of educational offerings at Washtenaw Community College in Ann Arbor, MI.

Held in conjunction with the Roofers & Waterproofers Research and Education Trust's National Instructor Training Program (NITP) from June 23–27, the LTP provided instruction in communications, management, organizing, computer skills, social media, and more.

This year 46 participants from 34 local unions (see listing) completed the program, bringing their newly learned skills back home to better service our membership. We hope to see even more attendees at the 2026 LTP, which will be held June 22–26. ■

- Deborah Chunn, Local 2
- George Barragan, Local 8
- Danell Daniels, Local 8
- Mark Canino, Local 9
- Rich Coluzzi, Local 11
- Mike Lafferty, Local 11
- Jason Catona, Local 11
- Travis Gorman, Local 11
- Kevin Guertin, Local 12
- Paul Post, Local 20
- Mike Myers, Local 20
- Adam Hoffman, Local 22
- Joe Pozzi, Local 26
- Scott Cooper, Local 26
- Francisco Romero, Local 27
- Donald Taets, Local 32
- Scott Porter, Local 37
- Salvador Rico, Local 40
- Jorge Rico, Local 40
- Heath Griesmann, Local 42
- John Wasilko, Local 44
- Wayne Lawler, Local 45
- Travis Hopkins, Local 49
- Kevin Landreth, Local 49
- Eddy Ramos, Local 54
- John Johnson, Local 54
- Raymundo Gallegos Jr., Local 58
- Fravier Arce, Local 70
- Mark Woodward, Local 70
- Scott Waite, Local 75
- Soledad Velasquez, Local 91
- Mark Conroy, Local 96
- Chris Miller, Local 96
- Tyler Krogen, Local 96
- Joshua Land, Local 119
- Andrae Richardson, Local 123
- Michael Kujawa, Local 134
- William Alexander III, Local 136
- Richard Geyer, Local 153
- Jesus Loya, Local 162
- Ray Flanagan, Local 185
- Charles Gracik, Local 188
- Leo Marsura, Local 189
- Philip Lester, Local 203
- Brent Corbett, Local 248
- Steven Romero-Crim, Local 317



OUT-DOOR LIFE



Fall Bear Hunt

Milton Johnston and his wife, Kim, display their harvest from the fall bear hunt in central Minnesota. Kim got hers on September 22 and it weighed around 180 lbs. Milton's was around 200 lbs. and was taken September 26. Brother Johnston is a 41-year member of Local 96, Minneapolis, MN. Great job, Johnstons.



California Golden Trout

Local 220, Orange County, CA, member Ray Aldaco caught this beautiful golden trout in Green Valley Lake in the San Bernardino Mountains. The fish weighed 3 lbs., 6 oz. The trout are usually found at high elevations in California.



Nice Salmon

Max Marshall caught this beautiful salmon while fishing in Michigan. Max is a Level 4 apprentice at Roofers & Waterproofers Local 119, Indianapolis, IN, working for Blackmore and Buckner.





Wisconsin Outdoorsman

Keith Jacobson, retired member of Local 96, Wisconsin area, shot this 10-point archery buck with 17.75" inside spread on October 28.

West Virginia Pride

Jeff Yates proudly displays his monster Kanawha County, WV, bow kill. Brother Yates is a 39-year member of Roofers Local 185, Charleston, WV.



Big Catch, Bigger Smiles

Charlie Doth and Alex Peine caught these two huge halibut in Alaska off Anchor Point in the Cook Inlet. The union brothers are members of Local 96, Minneapolis, MN, working for McDowall Co.



Boston Local 33 Hosts Fishing Trip

On Sunday, September 14, Boston Roofers & Waterproofers Local 33 held its annual fishing trip for members and their families. Business Agent Wilfredo Hernandez hosted the large group on the Francis Fleet out of Narragansett, RI, for a day of bountiful black sea bass fishing.

- | | |
|--|---|
| <ul style="list-style-type: none"> 1 Larry LaFlamme (right) and pals 2 Victor Brum and family 3 Wayne Nichols and son 4 Mike Glennon (left) 5 Biggest fish pot winner Francisco Rivera with B.A. Wilfredo Hernandez | <ul style="list-style-type: none"> 6 Mark Fayard 7 Ellis Thornton (right) and Ben Mahoney 8 Santiago Webb, Mario Regis, and Kirk Douglas 9 Francisco Rivera and family 10 Pedro Montalvo |
|--|---|





Report of International Representative **Mike Vasey**

I start this report in Local 75, Dayton, OH, reviewing projects in the area with Business Manager Scott Waite. I then traveled to Local 86, Columbus, OH, to meet with Business Manager Marvin Cochran. We discussed a delinquent employer and efforts to continue their project under bonding agent guaranty.

I traveled to Cleveland, OH, Local 44 to attend executive board and membership meetings. Business Manager John Wasilko and I reviewed finances, work outlook, and local election results and swore in newly elected officers. Next in Rochester, NY, I attended the Local 22 executive board and member meetings. Business Manager Adam Hoffman and I reviewed work issues, finances, building issues, and member entertainment functions.

I worked with Marvin Cochran at Local 86 to address member issues with the NRIPP. I participated in a teleconference meeting with Local 74, Buffalo, NY, Business Manager Mike Doyle, International President Jim Hadel, and employer principals regarding a job reassignment of covered work to an alternate trade. Manager Doyle was able to stake claim and finish the work with Local 74 members.

Back in Columbus I met with Business Manager Marvin Cochran to review JATC Coordinator Mike Frye's efforts with recruiting and set up a booth at the Ohio State Fair. I reviewed the Roofers affiliate per-capita numbers for each affiliate in the Ohio Building Trades.

I worked with Local 9, Hartford, CT, Business Manager Mark Canino and Local 12, Bridgeport, CT, Business Manager Kevin Guertin conducting preliminary interviews for the biannual representative review.

I attended the International Executive Board meeting through telecommunications and gave my presentation on ReBuild USA's survey results. This was followed by a meeting with President Hadel to review his priorities from the board meeting.

In Cleveland, OH, I attended the Local 44 executive board and member meetings. American Income Life presented on their accidental life insurance benefit for members. Business Manager John Wasilko reviewed finances and area work updates. I attended joint pension, health and welfare meetings to address normal fund business with other fund trustees.

I traveled to Wheeling, WV, to meet with Local 188 Business Manager Chuck Gracik and attend the Mid-States Council meeting and apprentice competition. Delegates held officer elections with all re-elected. I had a side meeting with Local 71, Youngstown, OH, Business Manager Nancy Weibel and International Representative Bill Alexander about a northeast employer opening an office in Youngstown.

I worked on the preliminary rep review with Local 4, Newark, NJ, Business Manager Dave Critchley and Local 10, Paterson, NJ, President Richard Silva. Then in Hartford, CT, I met with Local 9 Business Manager Mark Canino and Local 12, Bridgeport, CT, Business Manager Kevin Guertin to review documents associated with the biannual rep review. I then traveled to Local 248, Springfield, MA, to attend the executive board and membership meetings where Business Manager Brent Corbett reviewed finances, work outlook and a problem project in the area.

I would like to wish all members a very joyous holiday season. ■



Report of International Representative **Leo Marsura**

I start my report at Local 49, Portland, OR. The local hired a new organizer, Ruben Coeto, a multi-generational journeyman roofer. He will be working in the outlying areas of Oregon putting pressure on non-union contractors. The local has had repeated conversations with a contractor who has come in to view the apprenticeship program. Work has picked up but the local will finish the year down on hours. Local 49 apprentice Rogelio Gutierrez Perez won first place

advanced level at the west coast competition and will be attending the national competition.

At Local 54, Seattle, WA, Business Manager Ed Ramos has been attending multiple building trades meetings and working on revamping the apprenticeship program. The local is looking for a new training coordinator/instructor. Apprenticeship classes start the first week of December.

Local 58, Colorado Springs, CO, Business Manager Ray Gallegos has recruited several new apprentices and

some journeymen for the local. Monument Roofing was awarded major contracts with the Pueblo school district, including 23 schools, along with additional work for 14 municipal buildings and several other commercial projects, adding over 15,000 work hours. Our condolences go out to the family of Dale Solano, a longtime former Local 58 business manager who passed away in September.

I traveled to Local 91, Salt Lake City, UT. They had nominations for officers for their election to be held later this year. The local is working with their contractors to secure work and grow membership. At Local 153, Tacoma, WA, Business Manager Richard Geyer has been working with multiple contractors to secure work. The larger contractors seem to be having issues. The smaller contractors are busy; however, membership has dropped slightly. Hopefully work will pick up in the spring and remedy this.



Report of International Vice President **Brent Beasley**

This quarter the focus stayed on benefits, training, and policy—showing up where decisions are made and keeping members' priorities front and center.

August opened with the L.A./O.C. Building and Construction Trades Council Executive Board meeting to align on regional work and enforcement. I met with Senate President pro tempore Mike McGuire to discuss responsible contracting, prevailing wage, and apprenticeship expansion. The next day in San Jose, the Pacific Coast Roofers Pension Plan subcommittee reviewed performance and long-term funding.

The following week, I chaired health and welfare and JATC trust meetings in Southern California to address plan stability, costs, and training capacity. In Oakland, Local 81's monthly membership meeting covered current initiatives. I then attended the NABTU convention, as assigned by President Hadel, with discussions on federal infrastructure and training needs. The month closed in Salem, MA, at an International Executive Board meeting to align regional and international priorities.

September began in Minnesota at the Union Sportsmen's Alliance event, including the Get Youth Outdoors outing. Back in Sacramento, the State Building and Construction Trades Executive Board meeting focused on wage enforcement, major projects, and legislative priorities. A labor-management committee meeting in Southern California addressed coordination with contractors. In Northern California, the Pacific Coast Roofers Pension Plan meeting continued work on retirement security.

Local 189, Spokane, WA, Business Manager Michael Baker has been working with contractors on the Micron project. After a long slowdown work is finally starting to move forward with a new general contractor on the project.

In Pocatello, ID, Local 200 Business Manager Logan Fernandez is adapting at his new role as business manager. He is a trustee to the health and welfare now and is headed to the training institute. He is implementing the CRR which the local has never used before and is still working for the contractor in that area—he has a very full plate right now.

The Northwest District Council elections were held at the last meeting. The results: President Eddie Ramos, Vice President Ray Gallegos, Recording Secretary Richard Geyer, Trustees Sol Velasquez and Michael Baker. Congratulations. Finally, I would like to wish all a very merry Christmas and happy New Year. ■

Back in Southern California, the City of Santa Ana Workforce Investment Board meeting connected public workforce resources to our apprenticeship pipeline. The month ended at the Western States Roofing Expo, with updates on materials, safety, and market trends affecting training and procurement.

October started in Los Angeles with the L.A./O.C. Building Trades Executive Board. A joint Western and Northwestern District Council meeting in Livermore followed, then the Western Apprenticeship Competition, highlighting skill standards and training results.

In Chicago, the International Labor-Management meeting focused on safety, quality, and delivery expectations. I joined a charity event supporting members of the United Association affected by mesothelioma, reinforcing the need for strong health and safety protections.

Back in Southern California I joined the Orange County Labor Federation Leadership Walk and returned to the L.A./O.C. Building Trades Executive Board to address area issues, including enforcement and workforce deployment.

Later in the month, at the Seeds of Change dinner for Colette's Home, I received the Spirit of Philanthropy Award, reflecting our union's community support. The final stop was an Anaheim City Council meeting, where we opposed a new tax that could limit future construction and jobs.

I hope all the members of our Roofers and Waterproofers Union family have a happy holiday and a prosperous New Year. ■



Report of International Representative **Denny Marshall Jr.**

I start my report attending the Midwest Apprenticeship Competition at Local 2 in St. Louis, MO. The competition went well and there were lots of great competitors. I then traveled to Salem, MA, to attend the International Executive Board meeting.

Next I traveled to Clear Lake Township, MN, for the Union Sportsmen's Alliance 15th Annual Roofers Twin Cities Sporting Clays Shoot. I then traveled to Local 20 in Kansas City where I met with Business Manager Steve Gercone. We had a discussion regarding their upcoming contract vote in Jefferson City, MO. I also attended the executive board meeting.

I made my way to Local 97, Decatur, IL, where I met with International Vice President Joe Pozzi. He and I began proofing the local's constitution and by-laws. I also attended the local's union meeting and the apprentice committee meeting. From there I traveled to Local 69, Peoria, IL, and met with Business Manager Ray Crotts and Renee, the office administrator. Together we went over executive board minutes, oversight, union policies, and FOIA requests.

My next stop was Local 112, Springfield, IL, where I met with Business Manager John Nicks. We reviewed the local's constitution and by-laws, discussed office

procedures, and met with one of Local 112's signatory contractors to discuss work in the area.

I then traveled to Local 143, Oklahoma City, OK, where I met up with International Vice President Mike Kujawa. We met new Business Manager Josh Hammond to review leadership training and evaluate the union office and training center. We also discussed contracts, local insurance, work in the area, union policies, and the local constitution and by-laws. Mike and I also met with some of the local officers.

Next I traveled to Local 142, Des Moines, IA, where I met up with Business Manager Mike Soroka and Apprentice Coordinator Dan Ferch. We discussed organizing opportunities in the area and also went over union policies. From there I went to Local 182, Cedar Rapids, IA, where I met with Business Manager Brian Cosgrove and signatory contractor Dryspace.

I traveled to Local 97 in Champaign, IL, for their union meeting and nominations of officers. While there I also attended the local apprentice committee meeting. I end my report in Chicago, IL, for Midwest Joint District Council meeting. Also on the agenda were presentations from TruHearing and from Reagan Sullivan with the NMAPC. Wishing all a very merry Christmas and a happy New Year. ■



Report of International Representative **Bill Alexander**

I would like to begin by expressing my sincere appreciation to President Hadel and the International Executive Board for the confidence they have placed in me as an International Representative. It is an honor to serve in this capacity, working alongside our local unions to strengthen their operations and advance the growth of our union.

My recent assignments began with Local 23 in South Bend, IN, where I assisted Business Manager Charlie Waddell with charges that had been filed. During my visit, we toured the new Amazon data center under construction in New Carlisle. Local 23 recently signed Titan Roofing in Fort Wayne, and I look forward to supporting their continued organizing and market expansion efforts.

I next visited Local 71 in Youngstown, OH, meeting with Business Manager Nancy Weibel to discuss administrative matters, upcoming negotiations, and strategies for signing additional contractors in the area. At Local 88 in Akron/Canton, Business Manager James Moyers

and I reviewed area developments and potential new signatories, and discussed his interest in hosting the next Mid-States Apprenticeship Competition.

At Local 86 in Columbus, OH, I met with Business Manager Marvin Cochran and newly appointed Business Agent/Organizer Mike Frye to review administrative updates and proposed revisions to their constitution and by-laws. I congratulated the local on receiving the John C. Martini Organizing Award.

In Indiana, I attended Local 150's monthly meeting in Terre Haute with Business Manager Clint Grayless, addressing local issues and conducting site visits. One visit revealed a Local 119 signatory contractor working in the area, and Business Manager Grayless successfully arranged for Local 150 members to be placed on the job—an excellent example of inter-local cooperation.

At the Indiana District Council meeting hosted by Local 119 in Indianapolis, we discussed statewide issues, including political pressure from the Trump Administration and the upcoming legislative redistricting vote. I also joined Business Manager Brian Smith

and Organizer Josh Land in their labor-management meeting, where we engaged signatory contractors on workforce recruitment and retention.

I continued my travels to Local 106 in Evansville, IN, meeting with Business Manager Mike Durham and Business Agent Chris Cooper regarding proposed by-laws updates. Congratulations to Local 106 for earning back-to-back John C. Martini Organizing Awards.

Next I participated in the Mid-States District Council meeting and Apprenticeship Competition hosted by Local 188 in Wheeling, WV, discussing regional issues with Business Manager Chuck Gracik. I also spoke with Local 242 in Parkersburg about election procedures and contractor matters, and congratulated Local 185's Business Manager Ray Flanagan on his re-election in Charleston.

I was honored to attend the Union Sportsmen's Alliance Twin Cities Roofers Shoot hosted by Local 96 in Minneapolis under the leadership of International Vice President Mark Conroy, where a new fundraising record was achieved. I also attended the Midwest Joint District Council meeting in Chicago, hosted by International Vice President and Local 11 Business Manager Gary Menzel, where delegates discussed reciprocity and shared challenges across the Midwest.

In closing, I wish to commend all locals for their continued hard work and dedication. The collaboration, organizing success, and commitment demonstrated throughout my travels reflect the strength and unity of our Brotherhood.

Finally, I would like to wish a happy holiday season to all members and their families. ■

ARE YOU FOLLOWING THE ROOFERS & WATERPROOFERS UNION ON SOCIAL MEDIA?

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New Roof for Oldest Living Resident in Gary

Last fall, Roofers Local 26, Hammond/Gary, IN, was contacted by the Northwestern Indiana Building and Construction Trades Council to see if they could help out a lifelong resident who was in need. Answering the call, 30 apprentice roofers from Local 26 joined forces to help a remarkable member of their community, Evelyn B. Robinson. At 106 years old, she is the oldest living resident of Gary, IN.

The team arrived early Saturday morning to perform a complete tear off and re-roof of her home. By noon, the work was finished. "It really shows what you can accomplish when everyone comes together for a good cause," said Local 26 Business Representative Scott Cooper.

Mrs. Robinson's caretaker, Terri, was so grateful for the effort that she had a plaque made for Local 26. She called the project the "Miracle in Midtown," in honor of the neighborhood where Mrs. Robinson has lived her entire life. ■



Rib Masters Cook for a Good Cause

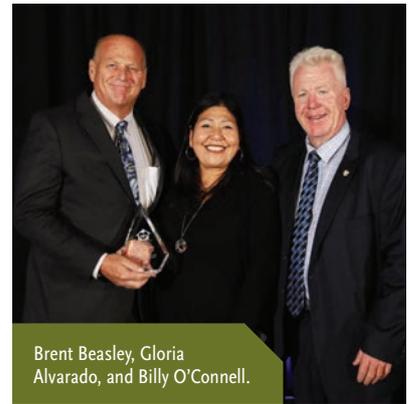
Picture are Brothers Bernard Duckworth, Richard Coleman, Joshua Moore and Khalil Coleman. They represented Roofers Local 96, Minneapolis, MN, at the annual Beyond the Yellow Ribbon Ribfest on September 13 at the 34th Infantry Red Bull Headquarters in Arden Hills, MN.

Thirty-six teams cooked delicious grilled ribs for the public to sample. The event raised funds to help service members, veterans, and their families during deployments and in times of need. The crew are truly "Masters" of the BBQ and did an incredible job representing Local 96. ■

I.V.P. Receives Philanthropy Award

Pictured is International Vice President Brent Beasley with Orange County Labor Federation, AFL-CIO, Executive Director Gloria Alvarado, and Colette's Children's Home Executive Director Billy O'Connell. V.P. Beasley was awarded the Spirit of Philanthropy Award from Colette's Children's Home in his capacity as secretary-treasurer of the Orange County Labor Federation.

Colette's Children's Home, located in Huntington Beach, CA, provides homeless women and their children a safe home and services needed to achieve self-sufficiency. The award is presented each year to community leaders who lift others. ■



Brent Beasley, Gloria Alvarado, and Billy O'Connell.

Portland Roofers Rescue Youth Group's Barn

Roofers & Waterproofers Local 49, Portland, OR, partnered with Union Sportsmen's Alliance (USA) and Laborers Local 737 to refurbish and replace the roof on a hay barn in Gresham, OR. The barn is used by Mounted Explorer Post 686, a youth group for high-school-aged boys and girls and a division of Scouting America. Post 686 focuses on horses.

The roof on the barn—which stores feed for horses and provides temporary shelter—was dilapidated to the point of being non-functional. Without a proper roof, the hay can get wet and develop mold, which is harmful to horses' sensitive digestive systems.

Local 49 Business Manager Travis Hopkins works closely with USA and was eager to get involved with the project. He helped organize volunteers to perform the skilled labor. Funds for the TPO roofing materials came from USA's Workboots on the Ground program.

A dozen union volunteers got the work done in two shifts in September. Laborers helped demolish vegetation that was overwhelming the area around the structure, while Roofers did what they do best—re-roofed the barn. Together they helped save the barn, which means Post 686 can continue to care for the horses. Thank you for giving back to the community! ■



Local 49 Org. Ruben Coeto, B.M. Travis Hopkins, JATC Dir. Jason Barthel, and JATC Coord. Dustin Smith on the volunteer project.

NOTICE TO EMPLOYEES COVERED BY UNION SECURITY CLAUSES:

Your Local Union and your Employer have negotiated a collective bargaining agreement which covers your wages, hours, and other terms and conditions of your job. This agreement contains a union security clause that requires all covered employees, including yourself, after the period specified in the contract, to become and remain members of the Union and pay Union dues and fees as a condition of continued employment.

The officers, representatives, and other members of your Local Union strongly urge you to become and remain an active member of the Union. As a member you will have all the benefits and privileges of membership. Such benefits and privileges include the right to participate fully in the internal activities of the Union. Only members can attend and participate in membership meetings and help to develop the contract proposals for the collective bargaining agreement that covers your wages, benefits and working conditions as well as participate in contract ratification and strike votes. Only members can vote to set or raise dues and fees. Only members can nominate and elect officers of the Union, and only members can run for Union office and for convention delegate. More importantly, only members are eligible to receive the burial benefit offered by our International Union, which benefit assures peace of mind to your family. The Union Plus Program of the AFL-CIO offers union members such services as: a reduced interest rate MasterCard, reduced fee legal services, a prescription program with savings for long term users of prescribed medicine, a mortgage program that allows union members to receive reduced interest rates, a dental program, a lending program and many other services available only to union members at lower rates. More importantly, the more members we have in the Union the greater our bargaining strength will be in contract negotiations, thus providing you and all of us with better wages, fringe benefits and working conditions.

We believe that it is in your best interests to become and to remain a full dues-paying member of this Union. However, your obligation under the contract's union security clause is limited to the payment of uniform fees and dues. If you choose not to join the Union or choose to resign your current Union membership, you are still required to pay equivalent dues and fees uniformly required of members. If you object to the use of your fees and dues to fund Union activities that are not germane to the Union's duties as your bargaining representative, you will be required to pay, as a condition of employment, a fair share fee that represents expenditures only for chargeable activities.

The fair share fee has been calculated based on the Union's expenditures for chargeable activities. The amount of the fair share fee was

determined by a review of the Union's financial statement for the most recent fiscal year. Those expenditures that are chargeable and non-chargeable were identified pursuant to criteria approved by the courts.

Some examples of expenditures germane to the collective bargaining process for which objectors may be charged are those made for the negotiation, enforcement and administration of collective bargaining agreements; meetings with employers and union representatives; meetings with employees on employment-related matters; proceedings on behalf of workers under the grievance procedure, including arbitration; internal union administration and management; and other relevant activities, including litigation, that affect the terms and conditions of your employment. Other chargeable expenditures include the operating and administrative expenses of the Union, membership meetings and conventions, and social activities open to all represented employees. The fair share fee does not include any contributions to political campaigns or expenditures for lobbying or litigation on matters not related to bargaining unit matters, collective bargaining and representation. The Union has determined the fair share fee to be 94.98% of the regular dues for members. Again, please note that dues and fees can be changed only by members. If you choose not to join the Union or choose to resign your current Union membership, you will have no say in setting the amount of dues and fees.

If you are not a member of this Union and you object to paying dues and fees equal to the amount customarily paid by Union members, you must notify the Union by sending a letter of objection to the Union's office, as specified in the Local Union Roster found in this magazine beginning on page 66, within 30 days of the mailing or posting date of this notice. The letter of objection must also include your full name, mailing address, and social security number, and your Company name and location. Upon receipt of your letter of objection only, the Union will request that the Company deduct a fair share fee from your paycheck. If the Union does not receive a letter of objection, we will presume that you have no objection to being charged the full membership dues and fees.

Once the Union receives a timely filed objection, the Union's Secretary-Treasurer will provide the objecting employee a summary of major categories of expenditures showing how the fair share fee was calculated. Upon receiving the notice of the calculation of chargeable expenditures, an objecting individual has 30 days to file a challenge in writing with the Union's Secretary-Treasurer at 1660 L St. NW, Ste. 800, Washington, DC, 20036 if you have reason to believe that the calculation of chargeable

expenditures is incorrect. The Union then will place the amount that is reasonably in dispute into an interest-bearing escrow account.

An independent appeal procedure shall be established with the American Arbitration Association, pursuant to its Rules for Impartial Determination of Union Fees, to resolve challenges to the calculation of the fair share fee. A neutral Arbitrator will be selected by the American Arbitration Association to hear the challenge. The Arbitrator will have the authority to determine a fair share fee and order any adjustments to the fee or refunds, if appropriate, to the challenging employees or to the Union, from the interest-bearing escrow account, which the Arbitrator determines are warranted. The Arbitrator's decision will be final and binding.

All challenges to the fair share fee amount will be consolidated for a single hearing, which will be held once a year. The arbitrator's fees and expenses will be paid by the Union. Each employee filing a challenge must pay their own expenses relating to the hearing, including representation, if any, and attendance. If a hearing is held, a verbatim transcript of the hearing will be provided. The challenger(s) may obtain a copy of the transcript at their own expense. A fair share fee payer who files a challenge will have the right to inspect, at the Union's office, any of the financial records that formed the basis for the Union's calculation of the fair share fee. The employee filing the challenge will receive a copy of the Rules of the American Arbitration Association as well as be informed of the date and location of the hearing, or the date by which the objector must submit his or her written position statement.

We again urge you to exercise your protected, legal right to join and remain with your fellow workers as a full and active member of your Union. If you are not yet a member, all you need to do is request and fill out the membership application card. If you wish to remain a member of your Union, you don't need to do anything else.

If, however, you believe that your Employer is anxious to weaken your Union, or if you believe that a single individual, all by him or herself, can change the Company's policies or provide you with decent wages and benefits and job protection, then you may want to abandon your fellow workers and the Union. This may be your legal right, but we believe that it is neither your moral obligation nor common sense. Before choosing fair share fee payer status over full member status, read this notice carefully and be aware of the benefits of Union membership that you would be giving up. If you do choose to change your membership status, you must notify the Union in writing.

If you have any questions, please call either your Local Union or the International Office.

Welcoming the Future of Our Union

Our new members are our future. Congratulations to these members who have completed their first year of membership. We wish them the best of luck in their roofing careers.

Local 2

Michael Baker
Zoltan Balogh
Keyth Dawson
Joshua Dwiggin
Cole Huegen
Billy Kean
Skyler Miller
Michael Reyes
Donald Rohlic

Local 4

Jason Carroll
Axel Melian

Local 8

Jose Anzures
Hassan Ashfaq
Mark Brudz
Jose Carrion
Jefferson Cedillo Cabrera
Sebastian Duarte
Francisco Fajardo
Anthony Feliciano
Cristian Fernandez
Jose Flores
Brandon Garcia Ponce
Steven Gomez
Gombo Gurung
Jarrett Heyward
Stepan Ivanyk
Jerome Johnson
Timothy Knox
Arsen Kulemani
Waseem Majeed
Milton Paredes
Segundo Paredes
Fidel Quintana
Walter Rivera Meza

Jorge Roman Quinonez
German Sabio Martinez
Alfredo Soperanes
Alcantara
Kamil Tofil
Omar Toribio
Jamyang Tsering
Manuel Valdivia
Tamara Vargas
Konrad Wawer
Kazimierz Zawistowski

Local 9

Andy Almonte
Jose Brito
Ed Campbell
Damian Charlton
Daniel Corrigan
Elliot Fitzgerald
Richard Guinn
Achija Jean
Tito Lopez
Viber Morales
Victor Olaecha Gamarra
Elton Parker
Elmer Ramirez
Nicholas Ruhl
Manuel Santiago

Local 10

Austin Rickmers
Xavier Rivera

Local 11

Ivan Aniceto Nunez
Anthony Armour
Roberto Calvillo
Edwin Campos
Josue Casas Morales

Juan Casillas Reyes
Zachary Crutcher
Frankie Cruz
Bryant DeBoard
Esteban Duarte Hurtado
Javonte Ford
Mauricio Garcia Torres
Brandon Gomez
Carmelo Gonzalez
Miguel Hernandez Acosta
Vicente Hernandez Acosta
Johanna Kushta
Kyle LaGasse
Francisco Lara
Efren Leanos Contreras
Jacob List
Giovanni Logan
Ismael Mandujano
Maikel Marquez Diaz
Joel Mondragon
Albert Parsons
Francisco Pina
Antonio Pina Solis
Omar Ponce
Tyler Powell
Christopher Price
Jalen Rios
Luis Rodriguez
Javier Rojas Canelo
Juan Ruiz Avila
Giovanny Sanchez
Marek Staszal
Orlando Tavares
Cordale Thomas
Fiacro Vargas Hernande
Matthew Ventura
Jose Villagomez
Felix Zaragoza

Local 12

Diego Arias Velez
Roberto Diaz
Kevin Gladue
Gerardo Rosario
Alfredo Varela
Danny Velasquez

Local 20

Cody Bucksath
Ignacio Cano-Perez
Terry Cervantes
Dominic Cordova
Dakota Crockett
Marchelle Crowe
Nicholas Dye
Colby Frazier
Gerald Ginnings
Daniel Gonzalez
Angel Gonzalez
Jacob Haley
Theresa Hill
Nathan Horton
Brandon Langston
Nicholas Largent
Dale Logan
Manuel Macias Calvillo
Christopher Matteson
Payton McDowell
Laphonso McKinnis-Doran
Travis Newell
Otis Newton
Michael Patmore
Daniel Ramirez Hernandez
Jessica Romo
Sonny Rush
Wade Sanderson
Charles Shelby

NEW MEMBERS

Michael Sisson
Quenton Smallwood-Barron
Robert Smith
Christopher Weddle
Andy Zuniga

Local 22

Christopher Bailey
Bradley Cohen
Raymond Cooper
Christian Corales-Ocasio
Lamar Davis
Terrance Johnson
Esteban Lagares
Alexis Martinez
Ebon Moore
Kelvis Oquendo-Reyes
Jose Santamaria

Local 23

Ian Garrod
Xavier Lary

Local 26

Reec Ison
Fernando Rivera

Local 27

Salvador Alvarez
Juan Araiza Mancilla
Esteban Arteaga
Adrian Arteaga
Jesus Garcia
Fernando Garza
Jesus Jimenes
Justin Johnson
Sir Caesar LaTour
Jaqueline Luna
Phak Luon
Jose Marin
Edgar Medina Perez
Jesus Zarate

Local 30

Gary Allen
Carlos Bonilla

Marvin Burgos
Ian Crafford
Dionel Dastas
Martice Henson
Kevin Johnson
Mynor Miranda Guerra
Juvenal Ozuna
Mark Pocceschi
Karen Reyes Carias
Dennis Sekelsky
Raekwon Willey

Local 32

Kevin Baublitz
Brenden Fuessel
Joshua Hayes
Eric Hollenbeck
Chance Robinson

Local 33

Robert Amaral
Charles Atherley
Robert Beagan
Alfred Bouvier
Joseph Champagne
Michael Desmarais
Matthew Donahe
Travis Durand
Gazbert Fisher
Stanley Frias
William Garcia
Jake Macomber
Michael Martinez
William McCart
Sean McQuiggan
Christopher Messier
Dana Mozart
Derek Nesbitt
Kevin O'Donnell
Jesus Portillo
Christopher Quinn
Robert Silvestri
Jermaine Smith
Jose Soriano
Mark Spence

Jaime Tigasi-Vega
Carlos Torres

Local 36

Andres Alonzo
Jason Alvarado
Jose Amezcua
Victor Balanzar
Vincent Ballesteros
Miguel Barajas
Gabriel Barrios
Roberto Barrios-Corona
Jayartne Batepola
Anthony Brown
Melvin Camucho-Espinosa
Alexander Carrasco
Sebastian Castro
Manuel Cifuentes
Michael Correa
Nathan Curiel
Jonathan Davila
Luis De La Torre
Jason Duenas
John Espana
Jesus Fernandez
Brayan Flores
Jose Flores-Aguilar
Armando Garcia
Michael Garcia
Francisco Gomez-Gomez
Cesar Gonzalez-Centeno
Guillermo Gonzalez-Gasca
Vicente Guillen
Jesus Guzman-Barraza
Imanol Hernandez
Joshua Hernandez
Peter Hernandez
Eduardo Hernandez-Escalante
D'ron Holmes
Juan Lamas
Andreuw Leon
Julian Lopez
Angel Lopez
David Maravilla

Alfredo Martinez-Aguilar
Christian Mendoza
Victor Moctezuma-Rendon
Jose Mora-Ortega
Raul Nava
Marco Pacheco-Garcia
Jackelyn Perez
Jose Perez-Orozco
Andrew Quezada
Juan Ramirez
Ismael Ramirez-Arcos
Thomas Rios
Jose Rivas
Ricardo Robles
Gregorio Rodriguez
Benjamin Rodriguez-Lopez
Hector Rosales
Carlos Ruiz-Henriquez
Henry Sanchez-Arauz
Conrado Sanchez-Leon
Josue Solis
Manuel Suncin Cornejo
Edin Tomas-Tomas
Francisco Torrez
Jose Valdivia
Paulo Zesati

Local 37

Luke DeAngelis
Adam Dolby
Jason Fish
Cole Goddard
Alejandro Gonzalez
Everett Lokomski
Dylan McKinley
Roy Melendez
Joseph White

Local 40

Jose Mateo
Felix Mendez
Victor Morales
Juan Olvera
Franklin Valerio Templadera

Local 42

Brandon Carr
Christopher Gray
Benjamin Krimpelman
Brandon McBurrows
Danny Mead
Simon West

Local 44

Dennis Rodriguez

Local 45

Manuel Coronado
Martin Cuevas
Meranda Fernandes
Tyler Rodriguez
Gilberto Rodriguez
Blanca Ruiz-Montes
Roger Sarabia
Heysen Tellez-Hernandez

Local 49

Flavio Calleja
Jesus Garcia
Arodi Gonzalez-Bartolan
Kevin Jacome-Dominguez
Charles Peabody
Erick Perez-Espinoza
Ramiro Rivera-Diaz
Gary Robison

Local 54

Albert Munoz Salas

Local 65

Christopher Berry
Christopher Corallini
Robert Foshey
Hazael Huizar
Jorge Sarabia
Tyler Trzebiatowski

Local 69

Devin Burton
Robert Downey

Anthony Farris
Diondre Gentry
Jared Gill
Brody Jenkins
Peyton Mays
Kyle Peterson
William Rippel
Erik Roesner
Ethan Rogers
James Thomas

Local 70

Cheledan Martinez
Jose Moreno

Local 74

Alberto Cruz
Timothy Enser
David Goss
Nicholas Gostomski
Stephen Howard
Neal Jephson
Terence Maracle
Jose Orozco
Luis Ortiz
Austin Patterson
Matthew Preston
Jonathan Rojas
Andrew Stachelski
Zachariah Thornton
Johnathan Worthy

Local 75

Cody Smith

Local 81

Jeffrey Allen
Jonathan Arias
Osvaldo Avila
Cresincio Ayers
Robert Bernal
Gustavo Cabrera
Jonathan Cardenas
Alvin Carrillo-Sanchez
Adan Castellanos

Alex Chay
Ignacio Cruz
Primitivo Cuenca
Gerson Del Valle
David Drowty
Gilberto Esparza
William Figueroa
Rafael Garibay
Bruce Harper
Devan Hernandez
Alfonso Jaramillo
German Jimenez
Shawn Kinney
Omar Lopez
Ruben Madrigal
Alberto Marentes
Perfecto Mendoza-Valencia
Michael Newman
Francisco Padilla
Jose Ponce
Chuck Sanders
Fernando Sandoval
Marcos Saucedo
Wilfredo Sosa
Fernando Tamanis
Jose Vazquez

Local 86

Addison Conkle
Dominic Fracasso
Steven Galloway
Ernest Scott
Ronald Walsh

Local 95

Armando Alcaraz
Andres Duran
Servando Duran
Carlos Fuentes
Ruben Gandara Garay
Fabian Garcia
Jafet Ortiz
Rene Rodriguez
Ismael Ruiz

Ivan Topete
Antonio Valderas
Diego Vazquez Ramirez
Jorge Vega Castillo

Local 96

Ashton Angove
Jordan Angove
Cole Angove
Ethan Block
Jose Carrion
Estela Castanon Vargas
Joseph Clarkin
Mitchell Edgett
Eric Froemel
Gladys Garcia Villatoro
Derek Kirk
Daniel Lathrop
Miguel Angle Leandro
Roberto Mariscal
Patrick McClellan
Carter Menne
Randall Minor
Harold Navarro Maruri
Salvador Pineda-Ponce
William Poaquiza
Nicholas Ripplinger
Roman Rodriguez
Jack Sausman
Servando Solis
Bryce Staus
Arthur Stenson
Quinn Stevenson
Arturo Valerio Vega
Carter VanHove
Felix Velasquez
Jake Wylie
Blake Zaitz

Local 97

Raymond Burcham
Johnny Crum
Phillip Davis

NEW MEMBERS

Local 106

Octavio Tinajero
Rocky Vaughan

Local 112

Jafarrious Bailey
Richard Burton
Howard Westrum

Local 119

Kevin Barnett
Jayro Garcia
Tinza Hmung
Nicolas Hynek
Javion Johnson
Shawn Knight
Andrew Lawson
Luis Palacios
Jordi Rodriguez
Jesse Tice
Humberto Vergara-Garcia

Local 123

Jodonnis Jackson

Local 134

Ronald Pecina

Local 142

Troy Stalzer

Local 143

Brandon Barone
Ly Vo

Local 149

Jose C. Alvarado
Jose S. Alvarado

Kyle Beyett
Jarrett Calleja
David Davis
Billy Elkins
Paul Filer-Pendragon
Wilbur Harrison
Dean Martin
Jeremy May
Derek McCluskey
Ronald Mitchell
Owen Natzel
Curtis Parker
Juan Puga-Calzada
Eric Smith
David Smith
Ronald Vanommeren
Michael Vietto
Christian Vigil
Mark Wade
Davonte Williams

Local 153

Eddie Bertel-Figueroa
Carlos Bueso Flores
Diego Castillo
Andres Jose
Osiel Luevanos
Francisco Patricio
Robert Ryan
Betuel Salazar-Galendo
Marcos Vazquez Garcia

Local 154

Nicholas Furia
Caleb Martinez
Mohammad Namdar

Local 162

Heron Aviles
Roberto Coc Cuz
Tahari Cross-Hudson
Jeffrey Dianto
Tomas Hernandez
Bryan Hernandez Mejia
Cody Jamieson
Juan McDonald
Jason Monreal
Juan Ortega-Diaz
Jose Perez
Tomas Ramirez
Jonathan Rodas Saravia
Gerardo Salgado
Jacob Stephens

Local 182

Justin Mohr
Madeline Sliger

Local 185

Jayden Brown
Stephen Kessel
Jason Wheeler

Local 189

Eduardo Barragan
Frankie Chambers
Julian Contreras
Nathaniel Gonzalez
Jose de Jesus Medina
Arteaga
Rodolfo Moreno
Jorge Saucedo-Fernandez

Local 195

Trent Briggs

Tony Bui
William Chiarappa
Noah Donovan
Matt Houghtalen
Joshua Murray
James Williams

Local 203

Justin Chaffee

Local 210

Dylan D'Amico
Kayden Eggleston
Dustin Fowler
Johnathan Lehr
Jeremiah Pencille
Braydon Perschka

Local 221

Dante Carino
Kyra Gorton

Local 241

Cody Burke
Theodore Kerber
Shawn O'Donnell
Lamont Walters
Reuel Washington

Local 242

Charles Gadd
Charles Reed

Local 248

RJ Caron
Vitaliy Dzhosan
Nelson Ortiz

Honoring Those Who Made Our Union Great

With a sense of gratitude, the United Union of Roofers, Waterproofers & Allied Workers publishes the names of members who have received service pins in the previous quarter for 50 years or more of continuous membership.

50 Years

Local 2	Gary W. Bender
Local 2	Robert Gegg
Local 2	Larry L. Hardig Sr.
Local 2	Lawrence A. Kempker
Local 2	Dennis A. Middendorf
Local 2	William J. Stroud
Local 12	Alvin Anderson
Local 12	Renato Erodici
Local 20	Don W. Adams
Local 20	Daniel D. Clute Jr.
Local 20	Larry Phipps
Local 20	Tommy J. Tomblin
Local 49	Dencel L. Davis
Local 70	Leon Adkins
Local 70	Douglas R. Smith
Local 149	Claude F. Garrett Jr.
Local 149	Thomas H. Konen
Local 149	Dave Lafferty

Local 149	Richard Osten
Local 149	Thomas E. Piatek
Local 149	Gary Pittenger
Local 149	Darrell Wiegert

Local 12	Joseph A. Roberts
Local 12	Dominick Violano
Local 20	Robert N. Long
Local 49	Larry D. Manley
Local 149	Francis R. Casper Jr.
Local 149	Robert F. Sutinen
Local 149	Gary Winisky Sr.

55 Years

Local 12	Dominic J. Camputaro
Local 49	Gene O. Oaks
Local 70	George V. Chapman
Local 74	Thomas E. Pierson
Local 74	Ronald Printup
Local 149	Anthony A. Allam
Local 149	Ronald Laduke
Local 149	Douglas J. Miller
Local 149	Richard T. Trim

65 Years

Local 20	Jerry L. Nichols
Local 20	James Stauch
Local 74	Thomas E. Loomis
Local 74	Donald G. Porter
Local 149	Frank R. Moskal
Local 200	David F. Cornwall

60 Years

Local 2	Jerry D. Cummins
Local 12	Gene Paolini

70 Years

Local 12	Fernand Vadnais
Local 20	Floyd Kempker

Burial Benefit Reminder

Members who meet the eligibility requirements are entitled to the International Burial Benefit per Article IV of the International Constitution and By-Laws. The purpose of this benefit is to provide a suitable and decent burial for our members. Members must be in good standing to receive this benefit.

Lifetime members (members who have 65 years or more of service with the International Union and who are on superannuated status) are excused from paying dues and are automatically considered to be in good standing.

It is very important that you or a family member keep contact information up to date with your local union office. Family

members will need to contact your local union in order to receive your Burial Benefit. The claim for this benefit must be made within one year of your passing.

Please share this information with your family and individuals who are or will be handling your affairs so they are aware of this benefit.

Tom Loomis, Local 74

Brother Tom Loomis has been a proud member of Roofers Local 74, Buffalo, NY, for 65 years, a lifetime marked by service, hard work, and unwavering camaraderie.

Tom's journey began at just 15 years old, when he enlisted in the U.S. Marine Corps. It was there that he first learned the values of discipline, loyalty, and brotherhood, traits that would shape the rest of his life.

After completing his service, Tom took a job in a local factory. It didn't take long for him to realize that working indoors wasn't for him. Fortunately, his uncles, Joe and Dick Piniewski, encouraged him to head down to the union hall and give roofing a try.

Tom began his career as a roofer's helper, hauling hot buckets across the roof for moppers working on built-up systems. In those days, there was no formal schooling; you learned on the job, and you learned

fast. Through dedication and drive, Tom worked his way up to foreman.

It was in this role that he finally received some formal training, not from a classroom, but from manufacturers introducing new roofing systems and application techniques. He eagerly passed this knowledge along to younger workers, becoming a trusted mentor on the job.

After retiring, Brother Loomis missed the sense of camaraderie that came from years spent working side-by-side with a tight-knit crew. But retirement gave him new opportunities to serve, volunteering his time to help local churches and anyone in need of a roof, just as he had during his time with the union. He also enjoyed his downtime, especially relaxing with a good screwdriver (vodka and orange juice) in the company of loved ones.

When asked what advice he'd give to today's roofers, Tom didn't hesitate: *Work hard, take pride in your*



craft, and always watch out for one another. He emphasized that quality matters—not just getting the job done, but doing it in a way you can be proud of. And most of all, *enjoy it.* Build relationships. Laugh when you can. Have each other's backs. Because if you do that, you'll love coming to work every day. ■

Directory of District Councils

WESTERN REGIONAL

Morgan Nolde, President
Local Union #81
8400 Enterprise Way, Ste. 122
Oakland, CA 94621
(510) 632-0505

Salvador Rico, Secretary
Local Union #40
150 Executive Park Blvd., Ste. 3210
San Francisco, CA 94134
(415) 508-0261

ILLINOIS

Larry Gnat, President
Local Union #11
2021 Swift Dr., Ste. A
Oak Brook, IL 60523
(708) 345-0970

Todd Heisserer, Secretary
Local Union #2
45 Worthington Access Dr.
Maryland Heights, MO 63043
(314) 535-9683

INDIANA

Charles Waddell, President
Local Union #23
1345 Northside Blvd.
South Bend, IN 46615
(574) 288-6506

Scott Cooper, Secretary
Local Union #26
25 W. 84th Ave.
Merrillville, IN 46410
(219) 756-3713

MICHIGAN

Mark Woodward, President
Local Union #70
P.O. Box 116
Howell, MI 48844
(517) 548-6554

Brian Gregg, Secretary
Local Union #149
P.O. Box 32800, Detroit, MI 48232
(313) 961-6093

MID-STATES

Bill Franklin, President
Local Union #44
1651 E. 24th St.
Cleveland, OH 44114
(216) 781-4844

Nancy Weibel, Treasurer
Local Union #71
2714 Martin L. King
Youngstown, OH 44510
(330) 746-3020

NORTH CENTRAL STATES

Tyler Krogen, President
Local Union #96
17226 Lincoln St. NE
Ham Lake, MN 55304
(763) 230-7663

Steve Gercone, Secretary
Local Union #20
6321 Blue Ridge Blvd., Ste. 202
Raytown, MO 64133
(816) 313-9420

NORTHEAST

Shawn McCullough, President
Local Union #30
6447 Torresdale Ave.
Philadelphia, PA 19135
(215) 331-8770

Mark Canino, Secretary
Local Union #9
114 Old Forge Rd.
Rocky Hill, CT 06067
(860) 721-1174

NORTHWEST

Eddy Ramos, President
Local Union #54
30245 148th Ave. SE
Kent, WA 98042
(206) 728-7654

Richard Geyer, Secretary
Local Union #153
3049 S. 36th St., Rm. 213
Tacoma, WA 98409
(253) 474-0527

LOCAL	AMOUNT	LOCAL	AMOUNT	LOCAL	AMOUNT
2 Saint Louis, MO	\$95,124.46	49 Portland, OR	\$59,300.78	136 Atlanta, GA	\$8,936.39
4 Newark, NJ	\$20,500.16	54 Seattle, WA	\$21,651.28	142 Des Moines, IA	\$9,636.42
8 New York, NY	\$206,639.79	58 Colorado Springs, CO	\$7,340.69	143 Oklahoma City, OK	\$14,847.10
9 Hartford, CT	\$31,681.25	65 Milwaukee, WI	\$36,893.67	149 Detroit, MI	\$72,297.85
10 Paterson, NJ	\$14,292.50	69 Peoria, IL	\$23,701.75	150 Terre Haute, IN	\$6,199.80
11 Chicago, IL	\$306,005.21	70 Ann Arbor, MI	\$35,473.16	153 Tacoma, WA	\$29,807.11
12 Bridgeport, CT	\$33,665.16	71 Youngstown, OH	\$8,908.20	154 Nassau-Suffolk, NY	\$32,236.90
20 Kansas City, KS	\$88,558.02	74 Buffalo, NY	\$40,416.68	162 Las Vegas, NV	\$52,971.34
22 Rochester, NY	\$38,833.59	75 Dayton, OH	\$7,533.62	182 Cedar Rapids, IA	\$10,215.06
23 South Bend, IN	\$26,032.43	81 Oakland, CA	\$166,646.67	185 Charleston, WV	\$12,946.40
26 Hammond, IN	\$29,962.09	86 Columbus, OH	\$15,710.82	188 Wheeling, WV	\$16,851.30
27 Fresno, CA	\$19,021.82	88 Akron, OH	\$12,572.24	189 Spokane, WA	\$17,594.91
30 Philadelphia, PA	\$167,538.02	91 Salt Lake City, UT	\$18,288.24	195 Syracuse, NY	\$23,827.84
32 Rock Island, IL	\$9,075.68	95 San Jose, CA	\$47,906.87	200 Pocatello, ID	\$808.45
33 Boston, MA	\$121,761.82	96 Minneapolis, MN	\$152,586.14	203 Binghamton, NY	\$10,115.19
34 Cumberland, MD	\$2,264.36	97 Champaign, IL	\$14,523.47	210 Erie, PA	\$25,289.31
36 Los Angeles, CA	\$136,659.69	106 Evansville, IN	\$19,873.38	220 Orange County, CA	\$44,337.80
37 Pittsburgh, PA	\$22,599.45	112 Springfield, IL	\$13,542.95	221 Honolulu, HI	\$25,757.97
40 San Francisco, CA	\$39,902.89	119 Indianapolis, IN	\$39,170.95	241 Albany, NY	\$25,227.76
42 Cincinnati, OH	\$17,742.72	123 Fort Worth, TX	\$8,219.29	242 Parkersburg, WV	\$9,246.07
44 Cleveland, OH	\$46,816.87	134 Toledo, OH	\$16,671.36	248 Springfield, MA	\$6,959.91
45 San Diego, CA	\$29,127.31	135 Phoenix, AZ	\$7,156.03	317 Baton Rouge, LA	\$2,311.83

IN MEMORIAM

MEMBER NO.	NAME	LOCAL NO.	AGE	MEMBER NO.	NAME	LOCAL NO.	AGE
82533	Steve S. Slavic	37	94	209113	Carl D. Goff	74	65
99316	Dale M. Solano	58	85	211175	George F. Miller	30	71
100474	Homer Allen	40	95	216238	John Hansen	30	67
111234	Luis Alba	36	85	220422	Edward L. Hill	30	76
124358	Wayne Brown	119	80	221369	Robert W. Toomey	30	80
124773	Robert J. Bullick	30	81	224100	Kimberly S. Bellinger	195	61
125282	Theodore Lusinski	33	81	224448	Michael B. Griffith	97	63
128433	Billy L. Hall	11	82	225934	Donald W. Frese	11	62
130508	Richard S. Sawczak	4	81	228683	David G. Brown	44	70
134999	John H. Renner	134	84	230355	James O. Villers	242	90
136484	Andrew J. McCarthy	11	81	232740	Michael J. Cush	30	71
137922	Gene Bongard	65	75	232935	Francis Stratman	2	84
140214	Thomas A. Jackson	119	80	239678	John M. Krevanchi	30	78
148632	Vincent F. Mangine	30	76	241525	James R. Carlson	26	75
157805	Thomas L. Heil	11	72	243639	James C. Snyder	81	75
159676	Coleman T. Lee	33	83	248110	William W. Casler	195	66
163289	Francis J. Costello	30	83	263597	Daniel Burns	154	64
164203	Bill L. Hughes	119	81	264833	Mark S. Hoadley	30	61
165331	Thomas H. Konen	149	79	305972	Chris P. Ormsby	2	65
166377	Marshall G. Harper	185	80	307541	Marcos Antonio Brito	8	67
178008	Timothy Shaw	149	77	319836	Jose Carlos Martinez	95	68
178553	Jeffery Mihal	149	69	322456	Willie J. Howard	22	58
183292	Ronald L. Bush	242	71	327774	Frank R. Gonzales	189	42
184969	Timothy J. Pogue	2	76	328308	Glenn M. Denson	143	53
187961	Carlos Vazquez	149	76	335785	Michael Thomas Montgomery	30	46
193471	Walter Barker	154	67	342459	Robert W. Hoover	20	32
204710	Daniel T. Kellar	88	63	343432	Corey L. Waterhouse	96	47
206058	Larry J. Lemons	88	68				

Report of Independent Auditors

To the International Executive Board of
United Union of Roofers, Waterproofers
and Allied Workers

Qualified Opinion

We have audited the accompanying financial statements of United Union of Roofers, Waterproofers and Allied Workers (the International Union), which comprise the statements of assets, liabilities and net assets - modified cash basis as of June 30, 2025 and 2024, and the related statements of revenue, expenses and changes in net assets - modified cash basis for the years then ended, and the related notes to the financial statements.

In our opinion, except for the effects of the matter described in the *Basis for Qualified Opinion* section of our report, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and net assets of United Union of Roofers, Waterproofers and Allied Workers as of June 30, 2025 and 2024, and its revenue, expenses and changes in net assets for the years then ended, in accordance with the modified cash basis of accounting as described in Note 2.

Basis for Qualified Opinion

The International Union has elected not to consolidate in its financial statements the accounts of its affiliate, Roofers' Political Education and Legislative Fund (RPELF). If the financial activity of its affiliate had been consolidated in the financial statements, total assets and net assets would have increased by \$767,848 and \$835,050 as of June 30, 2025 and 2024, respectively, and the change in net assets would have (decreased) increased by (\$67,202) and \$1,094 respectively, for the years then ended.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the International Union and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis of Accounting

We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting described in Note 2, and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit;
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements;
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Union's internal control. Accordingly, no such opinion is expressed;
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements; and
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Legacy Professionals LLP

Westchester, Illinois

August 20, 2025

**United Union of Roofers, Waterproofers
and Allied Workers**

**Statements of Assets, Liabilities and Net Assets
Modified Cash Basis**

June 30, 2025 and 2024

	2025					2024	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofers Fund	Convention Fund	Total	Total
Assets							
Cash on hand and in banks	\$ (351,829)	\$ -	\$ 3,378	\$ -	\$ -	\$ (348,451)	\$ (76,914)
Loans to Local Unions	24,250	-	-	-	-	24,250	9,875
Interfund receivable (payable)	(63,149)	-	36,168	18,590	8,391	-	-
Investments							
Money market funds	1,324,319	39,031	465,744	32,734	8,290	1,870,118	2,142,808
Certificates of deposit	-	-	-	-	1,628,000	1,628,000	1,443,000
U.S. Treasury, Government Agency and municipal obligations	1,944,996	70,318	1,954,877	-	-	3,970,191	20,077,997
Corporate obligations	1,203,427	99,035	1,084,434	-	-	2,386,896	12,585,052
Corporate stocks	353,303	-	-	-	-	353,303	8,866,249
Registered investment companies	18,350,000	1,590,000	19,207,000	-	-	39,147,000	-
Group annuity contract separate account	1,096,415	420,611	420,893	-	-	1,937,919	1,261,732
Mortgage investment trust	2,966,325	-	-	-	-	2,966,325	2,869,997
Total investments	<u>27,238,785</u>	<u>2,218,995</u>	<u>23,132,948</u>	<u>32,734</u>	<u>1,636,290</u>	<u>54,259,752</u>	<u>49,246,835</u>
Property and equipment							
Furniture and equipment	512,755	-	-	4,156	6,928	523,839	563,699
Leasehold improvements	685,119	-	-	-	-	685,119	685,119
Vehicles	172,528	-	-	-	-	172,528	172,528
	1,370,402	-	-	4,156	6,928	1,381,486	1,421,346
Less accumulated depreciation and amortization	(1,021,404)	-	-	(4,156)	(6,928)	(1,032,488)	(963,378)
Net property and equipment	<u>348,998</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>348,998</u>	<u>457,968</u>
Other assets							
Prepaid insurance	18,066	-	-	-	-	18,066	54,246
Deposits	14,685	-	-	-	30,000	44,685	14,685
Total other assets	<u>32,751</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>30,000</u>	<u>62,751</u>	<u>68,931</u>
Total assets	<u>\$ 27,229,806</u>	<u>\$ 2,218,995</u>	<u>\$ 23,172,494</u>	<u>\$ 51,324</u>	<u>\$ 1,674,681</u>	<u>\$ 54,347,300</u>	<u>\$ 49,706,695</u>
Liabilities and Net Assets							
Liabilities							
Deferred leasehold allowance	109,144	-	-	-	-	109,144	143,596
Other	250	-	-	-	-	250	-
Total liabilities	<u>109,394</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>109,394</u>	<u>143,596</u>
Net assets without member restrictions							
Undesignated	27,120,412	-	-	-	-	27,120,412	24,938,402
Designated	-	2,218,995	23,172,494	51,324	1,674,681	27,117,494	24,624,697
Total net assets without member restrictions	<u>27,120,412</u>	<u>2,218,995</u>	<u>23,172,494</u>	<u>51,324</u>	<u>1,674,681</u>	<u>54,237,906</u>	<u>49,563,099</u>
Total liabilities and net assets	<u>\$ 27,229,806</u>	<u>\$ 2,218,995</u>	<u>\$ 23,172,494</u>	<u>\$ 51,324</u>	<u>\$ 1,674,681</u>	<u>\$ 54,347,300</u>	<u>\$ 49,706,695</u>

See accompanying notes to financial statements.

**United Union of Roofers, Waterproofers
and Allied Workers**

**Statements of Revenue, Expenses and Changes in Net Assets
Modified Cash Basis**

Years Ended June 30, 2025 and 2024

	2025					2024	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofers Fund	Convention Fund	Total	Total
Membership activities							
Revenue							
From affiliates							
Per capita taxes	\$ 3,939,913	\$ -	\$ 677,423	\$ 181,512	\$ 346,749	\$ 5,145,597	\$ 5,199,841
International work dues	4,549,216	-	-	-	-	4,549,216	4,054,416
Initiation and reinstatement fees	428,520	-	-	-	-	428,520	414,428
Supplies	8,320	-	-	-	-	8,320	7,463
Other	615	-	-	-	-	615	794
Total revenue from affiliates	8,926,584	-	677,423	181,512	346,749	10,132,268	9,676,942
Other membership related revenue	159,393	-	-	16	-	159,409	281,519
Total revenue	9,085,977	-	677,423	181,528	346,749	10,291,677	9,958,461
Expenses							
Salaries, per diem and travel expenses	4,633,084	-	16,000	15,000	-	4,664,084	4,658,096
Affiliation fees	327,138	-	-	-	-	327,138	300,651
Administrative expenses	2,953,052	-	57,996	1,115	-	3,012,163	2,901,571
Contributions to Roofers' Political Education and Legislative Fund	77,397	-	-	-	-	77,397	64,154
Educational expenses	164,614	-	-	-	-	164,614	159,497
Meetings and conferences	254,233	-	-	-	-	254,233	247,505
Organizing assistance and expenses	54,304	-	-	-	-	54,304	51,847
Burial benefits	-	-	1,043,413	-	-	1,043,413	983,130
Roofer magazine expenses	-	-	-	301,311	-	301,311	273,976
International convention	-	-	-	-	384,256	384,256	1,506,031
Total expenses	8,463,822	-	1,117,409	317,426	384,256	10,282,913	11,146,458
Change in net assets from membership activities	622,155	-	(439,986)	(135,898)	(37,507)	8,764	(1,187,997)
Investment earnings - net of related expenses	1,559,855	237,885	2,788,979	138	79,186	4,666,043	916,156
Change in net assets	2,182,010	237,885	2,348,993	(135,760)	41,679	4,674,807	(271,841)
Net assets without member restrictions							
Beginning of year	24,938,402	1,981,110	20,823,501	187,084	1,633,002	49,563,099	49,834,940
End of year	\$ 27,120,412	\$ 2,218,995	\$ 23,172,494	\$ 51,324	\$ 1,674,681	\$ 54,237,906	\$ 49,563,099

See accompanying notes to financial statements.

United Union of Roofers, Waterproofers and Allied Workers

Notes to Financial Statements

June 30, 2025 and 2024

Note 1. Organization

United Union of Roofers, Waterproofers and Allied Workers (the International Union) is comprised of local unions and their membership consisting of skilled roofers and damp and waterproof workers, including apprentices, allied workers and other classifications of workers. The International Union's purpose is to support programs and activities for the collective representation of its members.

Note 2. Summary of Significant Accounting Policies

Method of Accounting and Financial Presentation - The International Union prepares its financial statements using the modified cash basis of accounting. Except for the recognition of depreciation and amortization, multiple year insurance premiums, the deferred compensation annuity contract, deferred leasehold allowance, and assets and liabilities which arise from cash transactions, revenue is recognized when received rather than when earned and expenses when paid rather than when incurred. The modified cash basis of accounting is a basis of accounting other than accounting principles generally accepted in the United States of America (GAAP). Net assets are classified based on the existence or absence of member restrictions. Net assets available for use in general operations and not subject to member restrictions are classified as net assets without member restrictions. The International Union has no net assets with member restrictions.

Voluntary designations of net assets without member restrictions for specified purposes do not result in restricted funds since designations are voluntary and may be reversed at any time.

Investments - Investments are recorded at cost. Gains and losses are recognized only when securities are sold or upon maturity.

Property and Equipment - Property and equipment are carried at cost. Major additions are capitalized while replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation of property and equipment is computed using the straight-line method based on estimated useful lives of the related assets, which range from three to ten years. Amortization of leasehold improvements is computed based on the life of the lease, using the straight-line method. Depreciation expense was \$57,840 and \$82,101 for the years ended June 30, 2025 and 2024, respectively. Amortization expense was \$66,216 for each of the years ended June 30, 2025 and 2024.

Note 2. Summary of Significant Accounting Policies (continued)

Inventory - Inventories of merchandise purchased for resale are not normally recorded using the modified cash basis of accounting. Additionally, the International Union does not maintain inventories in amounts material to the financial statements.

Revenue and Revenue Recognition - Revenue is primarily derived from per capita taxes, work dues and initiation fees. Under GAAP, revenue derived from per capita taxes, work dues and initiation fees would be recognized over the related membership period. As previously described, the International Union recognizes revenue using the modified cash method of accounting, and therefore, revenue is generally recognized when received.

Per capita taxes and work dues are paid monthly at rates set by the International Union constitution and by-laws. Initiation fees are nonrefundable and paid at the time the member joins the affiliated local union, with the minimum initiation fee paid to the International Union being \$25 or 10% of the local union's initiation fee, whichever is greater.

The International Union carries out its purpose described in Note 1 across the United States of America.

Leases - The International Union recognizes lease expense when rent payments are made, in accordance with the modified cash basis of accounting. Under GAAP, a right-of-use asset and lease liability would be recognized, and the liability for deferred lease incentives would be deducted from the carrying amount of the right-of-use asset. The International Union has included in the accompanying financial statements informative disclosures about the International Union's operating lease, including its terms, monthly lease payments and a maturity analysis of lease liabilities, showing the undiscounted cash flows on an annual basis for the remaining years of the lease term.

Estimates - The preparation of financial statements requires management to use estimates and assumptions that affect certain reported amounts and disclosures in the financial statements. Actual results could differ from those estimates.

Subsequent Events - Subsequent events have been evaluated through August 20, 2025, which is the date the financial statements were available to be issued.

Note 3. Investments and Fair Value Measurements

The following presents the cost and fair values of investments held as of June 30, 2025 and 2024:

	<u>2025</u>		<u>2024</u>	
	<u>Cost</u>	<u>Fair Value</u>	<u>Cost</u>	<u>Fair Value</u>
Money market funds	\$ 1,870,118	\$ 1,870,118	\$ 2,142,808	\$ 2,142,808
Certificates of deposit	1,628,000	1,628,000	1,443,000	1,443,000
U.S. Treasury, Government Agency and municipal obligations	3,970,191	3,909,997	20,077,997	19,289,127
Corporate obligations	2,386,896	2,424,072	12,585,052	12,521,181
Corporate stocks	353,303	1,634,818	8,866,249	12,938,717
Registered investment companies	39,147,000	40,524,650	-	-
Group annuity contract separate account	1,937,919	1,924,791	1,261,732	1,240,589
Mortgage investment trust	<u>2,966,325</u>	<u>2,658,885</u>	<u>2,869,997</u>	<u>2,517,295</u>
Total	<u>\$ 54,259,752</u>	<u>\$ 56,575,331</u>	<u>\$ 49,246,835</u>	<u>\$ 52,092,717</u>

Corporate stocks include shares of Ullico Inc., a non-publicly held company, with a cost value of \$353,303 at both June 30, 2025 and 2024. For nonmarketable securities, no readily available market exists. Due to the lack of an available trading market, as characterized by a willing buyer and seller engaging in an exchange transaction, the nonmarketable securities are considered to be illiquid investments. The book value per share of stock as of December 31, 2024 and 2023, was \$47.97 and \$38.93 respectively, as determined by taking the total capital accounts and dividing by the total shares issued and outstanding on those dates. Total fair value for the International Union's shares was \$1,634,818 and \$1,326,734 at June 30, 2025 and 2024, respectively. There is a high degree of subjectivity in estimating book value and such values do not purport to represent the fair value of these investments.

Investment securities are exposed to various risks such as interest rate, market and credit risks. In addition, for the investment in the mortgage investment trust, the investment manager is required to value the underlying investments at estimated fair values using various subjective techniques. Due to the level of risk associated with these investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of assets, liabilities and net assets. The current economic environment has increased the degree of uncertainty.

Note 4. Per Capita Taxes and Description of Funds

The International Union’s per capita tax rate is \$19.10 per month plus work dues of \$0.17 and \$0.14 per hour worked, respectively, for the years ended June 30, 2025 and 2024. The work dues are allocated entirely to the General Fund. For the years ended June 30, 2025 and 2024, the monthly per capita tax was allocated, as determined by the International President, as follows:

	5/1/25 to 6/30/25	1/1/25 to 4/30/25	Prior to January 1, 2025
General Fund	\$ 16.55	\$ 16.95	\$ 17.25
Journeyman Roofer and Waterproofer Fund	1.30	0.75	0.50
Convention Fund	<u>1.25</u>	<u>1.40</u>	<u>1.35</u>
Total	<u>\$ 19.10</u>	<u>\$ 19.10</u>	<u>\$ 19.10</u>

Each member of superannuated status pays one-half of the usual per capita tax and burial benefit tax. Members with 65 years or more of service with the International Union and who are on superannuated status do not pay any per capita taxes or other assessments.

The General Fund is the operating fund of the International Union.

The Retiree Fund is available to provide funding for health and welfare costs for retired employees. However, the International Union will continue to pay from the General Fund, all expenses associated with such costs until such time that the International President determines that the use of the Retiree Fund is warranted.

The Burial Benefit Fund provides funding of burial benefits for members in good standing. The Burial Benefit Fund also reimburses the General Fund for an allocation of salaries and related expenses, rent, legal and accounting fees. All active members pay a burial benefit tax of \$2.90 per month in addition to per capita taxes.

The Journeyman Roofer and Waterproofer Fund provides funding to defray the cost of printing the *Journeyman Roofer and Waterproofer* magazine. Any excess costs are paid by the General Fund or the Convention Fund, if convention related. This Fund also reimburses the General Fund for an allocation of salaries and related expenses.

The Convention Fund provides for funding of the International Convention held every five years. The most recent International Convention was held in October 2023.

Note 5. Participation in Multiemployer Plans

Defined Benefit Pension Plan

All of the International Union’s officers, representatives and employees are covered by a multiemployer defined benefit pension plan. The risk of participating in a multiemployer defined benefit pension plan is different from a single employer plan. Assets contributed to a multiemployer defined benefit pension plan by one employer may be used to provide benefits to employees of other participating employers. If a participating employer stops contributing to a multiemployer defined benefit pension plan, the unfunded obligations of that plan may be borne by the remaining participating employers.

The International Union’s participation in the multiemployer defined benefit pension plan for the years ended June 30, 2025 and 2024 is outlined in the following table. Plans that are considered to be significant are required to be identified. The “EIN/PN” column provides the employer identification number (EIN) and the three-digit plan number (PN). The most recent Pension Protection Act (PPA) zone status provides an indication of the financial health of the plan. Among other factors, plans in the red zone are below 65 percent funded, plans in the yellow zone are between 65 percent and 80 percent funded, and plans in the green zone are at least 80 percent funded. The last column specifies the year end date of the plan to which the annual report (Form 5500) relates.

Pension Plan	EIN/PN	Pension Protection Act Zone Status		Contributions		Most Recently Available Annual Report (Form 5500)
		2025	2024	2025	2024	
National Roofing Industry Pension Plan	36-6157071 001	Green as of 1/1/2025	Green as of 1/1/2024	\$ 406,590	\$ 382,928	12/31/2024

Contributions to the plan are made monthly under the terms of a participation agreement, which does not have an expiration date. The International Union’s contributions do not represent more than 5% of total contributions to this plan as indicated in the plan’s most recently available annual report.

Welfare Plans that Provide Postretirement Benefits

Substantially all of the International Union’s full-time employees are covered by multiemployer health and welfare plans that provide medical benefits to active and retired eligible employees. Contributions to these plans for the years ended June 30, 2025 and 2024 totaled \$905,764 and \$876,507 respectively, including \$217,353 and \$208,649 respectively, in contributions on behalf of retirees.

The majority of these health and welfare plans pay the benefit obligations related to retiree claims. The current policy to provide coverage to certain eligible retired employees can be modified at the discretion of the International Executive Board.

Note 6. Other Pension Plan

The International Union has established a voluntary defined contribution retirement plan (401(k) plan). Under this plan, all officers, representatives and employees are eligible to participate. The International Union matches a portion of the participant's contribution. Matching contributions for the years ended June 30, 2025 and 2024 totaled \$85,164 and \$84,219 respectively.

Note 7. Burial Benefits

Burial benefits for members are provided for by the by-laws of the International Union. The Burial Benefit Fund is self-insured for this benefit. The most recent actuarial valuation of net future benefits owed from the Burial Benefit Fund was made as of June 30, 2022 by Horizon Actuarial Services, LLC (Horizon). In its report dated November 9, 2022, Horizon reported that at June 30, 2022, the fund surplus of \$2,272,798 was determined as follows:

Present value of future burial benefits	\$ 22,461,270
Present value of future plan expenses	<u>1,347,676</u>
Subtotal	23,808,946
Less:	
Estimate of fair value of fund	(20,838,602)
Present value of future member contributions	<u>(5,243,142)</u>
Fund surplus	<u>\$ 2,272,798</u>

This surplus is not recorded in these modified cash basis financial statements. Some of the more significant actuarial assumptions used in the valuation were as follows:

Interest to be earned by fund:

5.50% per annum, compounded annually

Administrative expenses:

6.00% of the expected benefits

Mortality rate (in-service and post-retirement):

Active - RP-2017 Mortality Tables with Blue Collar Adjustment projected generationally with 50% of Scale MP-2017 with a 40% margin for contingencies

Retirees - RP-2017 Annuitant Mortality Tables with a one-year set forward projected generationally with 50% of Scale MP-2017, with a 40% margin for contingencies applied

Note 8. Affiliated Organizations

Certain officers of the International Union serve as trustees of affiliated employee benefit trust funds, including the National Roofing Industry Pension Plan (NRIPP), the National Roofers Union and Employers Joint Health and Welfare Fund, and the Roofers and Waterproofers Research and Education Joint Trust Fund (the Trust Fund). The International Union provides certain administrative services to NRIPP for which the International Union receives monthly fees. Total fees received during the years ended June 30, 2025 and 2024 were \$36,756 and \$35,688 respectively. The International Union also provides nominal administrative services to the Trust Fund at no charge.

The International Union established and sponsors Roofers' Political Education and Legislative Fund (RPELF) to receive contributions, provide financial assistance for legislative and education action programs, and to assist candidates for non-federal public office who are in agreement with the objectives of the International Union. The governing board of RPELF is appointed by the International Union, and RPELF is funded by an allocation of the International Union per capita tax. The amount of funding for the years ended June 30, 2025 and 2024 was \$77,397 and \$64,154 respectively. The International Union received fees from RPELF for administrative services that totaled \$16,200 for each of the years ended June 30, 2025 and 2024.

Note 9. Tax Status

The Internal Revenue Service has advised that the International Union is exempt under Section 501(c)(5) of the Internal Revenue Code, and is therefore not subject to tax under present income tax laws.

The International Union is required to evaluate its tax position and disclose the amount of a tax liability if the International Union has taken an uncertain position that more likely than not would be sustained upon examination by tax authorities. The International Union is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 10. Cash Balances

The International Union maintains its cash in deposit accounts with various financial institutions. The total cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per financial institution. The International Union has no cash balances on deposit with financial institutions at June 30, 2025 that exceeded the insured limit. The International Union has not experienced any losses in uninsured balances and believes it is not exposed to significant credit risk concerning cash.

Note 11. Liquidity and Availability of Resources

The International Union regularly monitors liquidity required to meet its operating needs and any contractual commitments, while also striving to maximize the investment of its available funds. The International Union has checking accounts and money market funds at its disposal to meet liquidity needs.

For purposes of analyzing resources available to meet general expenditures over a 12-month period, the International Union considers all expenditures related to the programs and activities for the collective representation of its members, as well as the conduct of services undertaken to support those activities, to be general expenditures. As described in Note 4, financial assets associated with the Retiree Fund, Burial Benefit Fund, Journeyman Roofer and Waterproofing Fund and the Convention Fund are available for those specified purposes.

The International Union has various sources of liquidity at its disposal, primarily including cash held in checking accounts and money market funds with a combined balance of \$1,521,667 and \$2,065,894 at June 30, 2025 and 2024, respectively. As part of its liquidity management, the International Union invests cash in excess of daily requirements in an investment portfolio as described in Note 3. Although the International Union does not intend to spend from its investments, amounts not designated for specified purposes may be made available if necessary. The International Union expects to receive per capita taxes, work dues and initiation fees each year, which are available to meet annual cash needs for general expenditures.

Note 12. Operating Lease

The International Union has entered into a ten year, ten month non-cancelable lease for office space with an expiration date of August 31, 2028. Commencing November 1, 2018, the base rent annually increases by 2.5%.

Since the International Union recognizes rent expense when paid, a deferred lease incentive obligation of \$187,617 and \$227,023 as of June 30, 2025 and 2024, respectively, has not been recorded in these modified cash basis financial statements.

Note 12. Operating Lease (continued)

As of June 30, 2025, future minimum lease payments required under terms of the operating lease are as follows:

Year ending June 30,	
2026	\$ 386,033
2027	395,699
2028	405,605
2029	<u>68,154</u>
Total	<u>\$ 1,255,491</u>

Total rental expense for the years ended June 30, 2025 and 2024 was \$376,485 and \$352,215 respectively, which is net of an amortization of a leasehold allowance of \$34,452 for each year. The monthly rent payment at July 1, 2025 was \$31,631.

Note 13. Net Investment Earnings

Net investment earnings for the years ended June 30, 2025 and 2024 were as follows:

	2025			
	Interest/ Dividend Income	Realized Gains	Expenses	Net Investment Earnings
General Fund	\$ 1,011,100	\$ 604,979	\$ (56,224)	\$ 1,559,855
Retiree Fund	78,045	169,793	(9,953)	237,885
Burial Benefit Fund	738,789	2,115,048	(64,858)	2,788,979
Journeyman Roofer and Waterproofer Fund	138	-	-	138
Convention Fund	<u>83,564</u>	<u>-</u>	<u>(4,378)</u>	<u>79,186</u>
Total	<u>\$ 1,911,636</u>	<u>\$ 2,889,820</u>	<u>\$ (135,413)</u>	<u>\$ 4,666,043</u>

	2024			
	Interest/ Dividend Income	Realized (Losses)	Expenses	Net Investment Earnings
General Fund	\$ 759,865	\$ (205,412)	\$ (76,050)	\$ 478,403
Retiree Fund	57,875	(29,087)	(10,691)	18,097
Burial Benefit Fund	573,690	(142,463)	(85,786)	345,441
Journeyman Roofer and Waterproofer Fund	232	-	-	232
Convention Fund	<u>78,232</u>	<u>-</u>	<u>(4,249)</u>	<u>73,983</u>
Total	<u>\$ 1,469,894</u>	<u>\$ (376,962)</u>	<u>\$ (176,776)</u>	<u>\$ 916,156</u>

Note 14. Commitment

The International Union has an agreement with a hotel to host its convention in October 2028. Either party may cancel the agreement based on written notice to the other party and payment of a cancellation fee. The fee ranges from \$163,000 to \$577,000 depending on the date of cancellation.

Note 15. Functional Expenses

The financial statements report expenses that may be attributed to more than one program or supporting function. Expenses are allocated based on direct identification as well as estimates of time and effort. The International Union has estimated that on a functional classification basis, its expenses would be allocated as follows for the years ended June 30, 2025 and 2024:

	2025										
	Program Services						Supporting Services				
	Member Representation and Organizing	Local Union Servicing and Assistance	Burial Benefits	Legislative and Political Activities	Member Outreach	Community and Charitable Activities	Total Program Services	Management and General	Governance	Total Supporting Services	Total Expenses
Salaries, per diem and travel	\$ 1,511,629	\$ 1,420,369	\$ 16,000	\$ 21,497	\$ 155,800	\$ 96,852	\$ 3,222,147	\$ 937,901	\$ 504,036	\$ 1,441,937	\$ 4,664,084
Employee benefits	486,741	369,430	-	8,909	53,316	23,892	942,288	342,436	130,207	472,643	1,414,931
Affiliation fees	109,578	73,609	-	19,565	12,826	4,833	220,411	81,168	25,559	106,727	327,138
Office and other expenses	261,507	195,987	1,251	2,824	60,455	6,121	528,145	135,493	32,924	168,417	696,562
Professional fees	15,896	-	13,970	534	-	-	30,400	97,367	32,755	130,122	160,522
Emergency response program	-	-	-	-	23,956	-	23,956	-	-	-	23,956
Donations and contributions	-	-	-	-	-	90,532	90,532	-	-	-	90,532
Contributions to Roofers' Political Education and Legislative Fund	-	-	-	77,397	-	-	77,397	-	-	-	77,397
Depreciation and amortization	43,879	29,476	-	893	5,136	1,935	81,319	32,502	10,235	42,737	124,056
Meetings and conferences	103,124	932	-	60,162	-	1,395	165,613	-	88,620	88,620	254,233
Payroll and other taxes	86,891	81,219	-	1,231	8,203	5,137	182,681	54,615	29,240	83,855	266,536
Organizing expenses and assistance	54,304	-	-	-	-	-	54,304	-	-	-	54,304
Rent	126,237	84,801	42,775	2,570	14,776	5,568	276,727	93,510	29,445	122,955	399,682
Roofers magazine expenses	-	-	-	-	301,311	-	301,311	-	-	-	301,311
International convention	-	-	-	-	-	-	-	-	384,256	384,256	384,256
Burial benefits	-	-	1,043,413	-	-	-	1,043,413	-	-	-	1,043,413
Total	\$ 2,799,786	\$ 2,255,823	\$ 1,117,409	\$ 195,582	\$ 635,779	\$ 236,265	\$ 7,240,644	\$ 1,774,992	\$ 1,267,277	\$ 3,042,269	\$ 10,282,913

	2024										
	Program Services						Supporting Services				
	Member Representation and Organizing	Local Union Servicing and Assistance	Burial Benefits	Legislative and Political Activities	Member Outreach	Community and Charitable Activities	Total Program Services	Management and General	Governance	Total Supporting Services	Total Expenses
Salaries, per diem and travel	\$ 1,493,496	\$ 1,400,522	\$ 16,000	\$ 22,247	\$ 154,390	\$ 95,887	\$ 3,182,542	\$ 928,512	\$ 547,042	\$ 1,475,554	\$ 4,658,096
Employee benefits	467,059	354,084	-	8,558	51,196	22,903	903,800	328,763	124,781	453,544	1,357,344
Affiliation fees	101,083	67,903	-	16,925	11,831	4,458	202,200	74,874	23,577	98,451	300,651
Office and other expenses	226,141	219,167	1,228	2,855	51,660	5,970	507,021	127,262	32,384	159,646	666,667
Professional fees	9,962	-	13,850	893	-	1,212	25,917	82,911	28,572	111,483	137,400
Emergency response program	-	-	-	-	9,472	-	9,472	-	-	-	9,472
Donations and contributions	-	-	-	-	-	108,707	108,707	-	-	-	108,707
Contributions to Roofers' Political Education and Legislative Fund	-	-	-	64,154	-	-	64,154	-	-	-	64,154
Depreciation and amortization	52,460	35,240	-	1,068	6,140	2,314	97,222	38,859	12,236	51,095	148,317
Meetings and conferences	122,720	292	-	55,543	-	867	179,422	-	68,083	68,083	247,505
Payroll and other taxes	85,947	80,347	-	1,217	8,113	5,082	180,706	54,019	28,927	82,946	263,652
Organizing expenses and assistance	49,347	2,500	-	-	-	-	51,847	-	-	-	51,847
Rent	116,632	78,349	39,759	2,374	13,652	5,144	255,910	86,395	27,204	113,599	369,509
Roofers magazine expenses	-	-	-	-	158,837	-	158,837	-	115,139	115,139	273,976
International convention	-	-	-	-	-	-	-	-	1,506,031	1,506,031	1,506,031
Burial benefits	-	-	983,130	-	-	-	983,130	-	-	-	983,130
Total	\$ 2,724,847	\$ 2,238,404	\$ 1,053,967	\$ 175,834	\$ 465,291	\$ 252,544	\$ 6,910,887	\$ 1,721,595	\$ 2,513,976	\$ 4,235,571	\$ 11,146,458

ALABAMA

123 | BIRMINGHAM-MOBILE 🏠

Meets – quarterly as called by B.M. B.M., Fin. Sec. & Tr. **Gig Ritenour**, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. E-mail: gigr@unionroofers.com

ALASKA

189 | ANCHORAGE 🏠

Meets – on call. B.M., Fin. Sec. & Tr. **Michael Baker**, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. E-mail: roofers189@gmail.com

ARIZONA

135 | PHOENIX 🏠

Meets – 1917 E. Washington St., monthly, as called. Pres. **Dyln Clark**, 1917 E. Washington St., Phoenix, AZ 85034. Phone (505) 203-5595. E-mail: stevenc@unionroofers.com

135 | TUCSON 🏠

Pres. **Dyln Clark**, Phone (505) 203-5595. E-mail: stevenc@unionroofers.com

ARKANSAS

20 | LITTLE ROCK (Ft. Smith Area) 🏠

Meets – IBEW Local #700, 2914 Midland Blvd., Ft. Smith, 1st Wed. each month. B.M. **Steve Gercone**. 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: steve@rooferslocal20.com

CALIFORNIA

27 | FRESNO 🏠

Meets – 5537 E. Lamona Ave., Ste. 1, Fresno, 1st Tues. each month. B.M., Fin. Sec. & Tr. **Thomas Geiger**, 5537 E. Lamona Ave., Ste. 1, Fresno, CA 93727. Phone (559) 255-0933. E-mail: tgeiger@rooferslocal27.com

27 | BAKERSFIELD 🏠

Meets – 5537 E. Lamona Ave., Ste. 1, Fresno, 1st Tues. each month. B.M., Fin. Sec. & Tr. **Thomas Geiger**, 5537 E. Lamona Ave., Ste. 1, Fresno, CA 93727. Phone (559) 255-0933. E-mail: tgeiger@rooferslocal27.com

36 | LOS ANGELES 🏠

Meets – 5811 Florence Ave., Bell Gardens, 1st Tues. each month. B.M. **Cliff Smith**, 5380 Poplar Blvd., Los Angeles, CA 90032. Phone (323) 222-0251. Fax (323) 222-3585. E-mail: rooferslocal36@att.net

81 | OAKLAND 🏠

Meets – 8400 Enterprise Way, Ste. 122, 2nd Wed. each month. B.M. **Doug Ziegler**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505. Fax (510) 632-5469. E-mail: rooferunion81@gmail.com

220 | ORANGE COUNTY 🏠

Meets – 283 N. Rampart St., Ste. F, Orange, 3rd Thurs. each month. B.M. **Zachary R. Beasley**, 283 N. Rampart St., Ste. F, Orange, CA 92868. Phone (714) 939-0220. Fax (714) 939-0246. E-mail: Zack@rooferslocal220.com

220 | RIVERSIDE 🏠

Meets – on call. B.M. **Zachary R. Beasley**, 1074 E. LaCadena Dr., #9, Riverside, CA 92501. Phone (951) 684-3645.

81 | SACRAMENTO 🏠

Meets – 2840 El Centro Rd., Ste. 117, 3rd Mon. each month at 7:30 p.m. B.M. **Doug Ziegler**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505 or (916) 646-6754. Fax (510) 632-5469. E-mail: rooferunion81@gmail.com

45 | SAN DIEGO 🏠

Meets – 3737 Camino del Rio S., Ste. 205, 3rd Thurs. each month. B.M. **Wayne Lawler**, 3737 Camino del Rio S., Ste. 205, San Diego, CA 92108. Phone (619) 516-0192. Fax (619) 516-0194. E-mail: WayneL@roofers45.org

40 | SAN FRANCISCO 🏠

Meets – 150 Executive Park Blvd., 3rd Thurs. each month. B.M. **Peter Lang**, Fin. Sec. & Tr. **Salvador Rico**, 150 Executive Park Blvd., Ste. 3210, San Francisco, CA 94134-3309. Phone (415) 508-0261. E-mail: info@rooferslocal40.com Website: www.rooferslocal40.org

95 | SAN JOSE 🏠

Meets – 2330A Walsh Ave., Santa Clara, 2nd Mon. each month. B.M. **Robert Rios**, Fin. Sec. & Tr. **Daniel Garcia**, 2330A Walsh Ave., Santa Clara, CA 95051. Phone (408) 987-0440. Fax (408) 988-6180. E-mail: rrios@roofer95.com

81 | STOCKTON 🏠

B.M. **Doug Ziegler**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505 or (209) 931-6754. Fax (510) 632-5469. E-mail: rooferunion81@gmail.com

COLORADO

58 | COLORADO SPRINGS 🏠

Meets – 404 N. Spruce St., 2nd Mon. each month. B.A. **Ray Gallegos Jr.**, 404 N. Spruce St., Colorado Springs, CO 80905. Phone (719) 632-5889. E-mail: ray@rooferslocal58.com

58 | DENVER 🏠

B.A. **Ray Gallegos Jr.**, 404 N. Spruce St., Colorado Springs, CO 80905. Phone (719) 632-5889. E-mail: ray@rooferslocal58.com

CONNECTICUT

12 | BRIDGEPORT 🏠

Meets – 19 Bernhard Rd., 3rd Wed. each month. B.M., Fin. Sec. & Tr. **Kevin Guertin**, 19 Bernhard Rd., North Haven, CT 06473. Phone (203) 772-2565. Fax (203) 772-2574. E-mail: kevin@rooferslocal12.com

9 | HARTFORD

Meets – Knights of Columbus, 1831 Main St., East Hartford, 3rd Wed. each month. B.M., Fin. Sec. & Tr. **Mark Canino**, 114 Old Forge Rd., Rocky Hill, CT 06067. Phone (860) 721-1174. Fax (860) 721-6182. E-mail: markc@rooferslocal9.com

DELAWARE

30 | NEW CASTLE

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. B.M. **Shawn McCullough**, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325. E-mail: info@rooferslocal30.com

DISTRICT OF COLUMBIA

30 | WASHINGTON 🏠

B.M. **Shawn McCullough**, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (410) 247-0029. Fax (410) 247-0026. E-mail: info@rooferslocal30.com

FLORIDA

136 | ATLANTIC COAST 🏠

B.M. **Bill Alexander**, 374 Maynard Ter. SE, Box #4, Atlanta, GA 30316. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com Website: www.roofersandwaterprooferslocal136.com

123 | GULF COAST 🏠

Meets – quarterly as called by B.M. B.M., Fin. Sec. & Tr. **Gig Ritenour**, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. E-mail: gigr@unionroofers.com

GEORGIA

136 | ATLANTA 🏠

Meets – 374 Maynard Ter. SE, 3rd Wed. each month. B.M. **Bill Alexander**, 374 Maynard Ter. SE, Box #4, Atlanta, GA 30316. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com Website: www.roofersandwaterprooferslocal136.com

HAWAII

221 | HONOLULU

Meets – Moanalua Elem. School, Cafetorium, 1337 Mahiole St., Honolulu, quarterly or on call. B.M., Fin. Sec. & Tr. **Vaughn Chong**, 2045 Kam IV Rd., Ste. 203, Honolulu, HI 96819. Phone (808) 847-5757. Fax (808) 848-8707. E-mail: rooferslocal221@gmail.com

IDAHO

189 | BOISE 🏠

B.M., Fin. Sec. & Tr. **Michael Baker**, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. E-mail: roofers189@gmail.com

189 | LEWISTON 🏠

B.M., Fin. Sec. & Tr. **Michael Baker**, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. E-mail: roofers189@gmail.com

200 | POCATELLO 🏠

Meets – on call, 2221 Madison Ave., Pocatello, ID. B.M. **Logan Fernandez**, 896 Berryman Rd., Pocatello, ID 83201. Cell (208) 530-0942. E-mail: rooferslocal200@gmail.com

ILLINOIS

97 | CHAMPAIGN 🏠

Meets – on call. Trustee **Joseph Pozzi**, 410 S. City Line Rd., PO Box 469, Newman, IL 61942. Phone (217) 359-3922.

11 | CHICAGO 🏠

Meets – 2021 Swift Dr., Ste. A., 2nd Wed. each month. B.M., Pres. & Fin. Sec. **Gary Menzel**; B.R.s **Bob Burch**, **Travis Gorman**, **Rich Coluzzi**, **Mike Lafferty**, **Jason Catona**, and **Brandon Grise**; Org. **Robert Arrezola**. 2021 Swift Dr., Ste. A, Oak Brook, IL 60523. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: info@roofersunion.net Website: www.rooferslocal11.com

97 | DECATUR 🏠

Meets – on call. Trustee **Joseph Pozzi**, 410 S. City Line Rd., PO Box 469, Newman, IL 61942. Phone (217) 359-3922.

11 | LASALLE 🏠

Pres. & Fin. Sec. **Gary Menzel**, B.R. **Brandon Grise**, 2021 Swift Dr., Ste. A, Oak Brook, IL 60523. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: info@roofersunion.net

69 | PEORIA 🏠

Meets – 3917 S.W. Adams St., 1st Mon. each month at 7:00 p.m. B.M. **Raymond Crofts**, 3917 S.W. Adams St., Peoria, IL 61605. Phone (309) 673-8033. Fax (309) 673-8036. E-mail: ray@rooferslocal69.com

32 | ROCK ISLAND 🏠

Meets – 101 31st Ave., 1st Thurs. each month at 7:00 p.m. B.M. & F.S. **Donald Taets**, 101 31st Ave., Rock Island, IL 61201. Phone (309) 737-1890. Fax (309) 786-7490. E-mail: Don@rooferslocal32.com

32 | GALESBURG AREA 🏠

Meets – 101 31st Ave., 1st Thurs. each month at 7:00 p.m. B.M. & F.S. **Donald Taets**, 101 31st Ave., Rock Island, IL 61201. Phone (309) 737-1890. Fax (309) 786-7490. E-mail: Don@rooferslocal32.com

112 | SPRINGFIELD

Meets – 301 E. Spruce St., 2nd Thurs. each month at 7:00 p.m. B.M., Fin. Sec. & Tr. **John Nicks**, 301 E. Spruce St., Springfield, IL 62703. Phone (217) 210-2044. Fax (217) 210-2041. E-mail: john@rooferslocal112.com

INDIANA

119 | ANDERSON 🏠

B.M. **Brian Smith**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: brian@indyroofers.com Website: www.indyroofers.com

106 | EVANSVILLE

Meets – 1201 Baker Ave., 4th Mon. each month. **B.M. Michael Durham**, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: M.Durham@roofers106.com

26 | HAMMOND-GARY

Meets – 25 W. 84th Ave., Merrillville, IN, 1st Mon. each month. **B.M. Marcus Bass**, 25 W. 84th Ave., Merrillville, IN 46410. Phone (219) 756-3713. Fax (219) 756-3715. E-mail: mbass26@sbcglobal.net. roofers26@sbcglobal.net

119 | INDIANAPOLIS

Meets – 2702 S. Foltz St., Indianapolis, 1st Tues. each month. **B.M. Brian Smith**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: brian@indyroofers.com Website: www.indyroofers.com

119 | LAFAYETTE

Meets – 2702 S. Foltz St., Indianapolis, 1st Tues. each month. **B.M. Brian Smith**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: brian@indyroofers.com Website: www.indyroofers.com

23 | SOUTH BEND

Meets – 1345 Northside Blvd., 1st Mon. each month. **B.A. & Fin. Sec. Charles Waddell**, 1345 Northside Blvd., South Bend, IN 46615. Phone (574) 288-6506. Fax (574) 288-6511. E-mail: rfrs23@aol.com

150 | TERRE HAUTE

Meets – 1101 N. 11th St., 2nd Tues. each month at 7:00 p.m. **B.A., Fin. Sec. & Tr. Clinton Grayless**, 1101 N. 11th St., Terre Haute, IN 47807. Phone (812) 232-7010. Fax (812) 242-2331. E-mail: clint@rooferslocal150.com

IOWA**32 | BURLINGTON**

B.M. & F.S. Donald Taets, 101 31st Ave., Rock Island, IL 61201. Phone (309) 737-1890.

142 | SIOUX CITY

Meets – on call. **B.M., Fin. Sec. & Tr. Mike Soroka**, 1465 NE 69th Pl., Ste. 75, Ankeny, IA 50021. Phone (515) 214-1942. Fax (515) 214-1943. E-mail: mike@rooferslocal142.com

182 | CEDAR RAPIDS

Meets – 701 Oakland Rd. NE, 2nd Wed. each month at 7:00 p.m. **B.M. Brian Cosgrove**, 701 Oakland Rd. NE, Cedar Rapids, IA 52402. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: brian@rooferslocal182.com. Website: www.roofers-local182.com

182 | WATERLOO AREA

B.M. Brian Cosgrove, 701 Oakland Rd. NE, Cedar Rapids, IA 52402. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: brian@rooferslocal182.com. Website: www.roofers-local182.com

182 | DUBUQUE AREA

B.M. Brian Cosgrove, 701 Oakland Rd. NE, Cedar Rapids, IA 52402. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: brian@rooferslocal182.com. Website: www.roofers-local182.com

142 | DES MOINES

Meets – 1465 NE 69th Pl., 4th Tues. each month at 5:30 p.m. **B.M., Fin. Sec. & Tr. Mike Soroka**, 1465 NE 69th Pl., Ste. 75, Ankeny, IA 50021. Phone (515) 214-1942. Fax (515) 214-1943. E-mail: mike@rooferslocal142.com

142 | MASON CITY

Meets – on call. **B.M., Fin. Sec. & Tr. Mike Soroka**, 1465 NE 69th Pl., Ste. 75, Ankeny, IA 50021. Phone (515) 214-1942. Fax (515) 214-1943. E-mail: mike@rooferslocal142.com

KANSAS**20 | KANSAS CITY**

Meets – 6321 Blue Ridge Blvd., 4th Mon. each month at 6:00 pm. **B.M. Steve Gercone**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: steve@rooferslocal20.com Website: www.rooferslocal20.com

20 | WICHITA AREA

B.M. Steve Gercone, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: steve@rooferslocal20.com Website: www.rooferslocal20.com

20 | TOPEKA

Meets – 3906 N.W. 16th, 1st Tues. of 3rd month of each quarter at 6:30 p.m. **B.M. Steve Gercone**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: steve@rooferslocal20.com Website: www.rooferslocal20.com

KENTUCKY**106 | LOUISVILLE**

B.M. Michael Durham, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: M.Durham@roofers106.com

106 | PADUCAH

B.M. Michael Durham, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: M.Durham@roofers106.com

LOUISIANA**317 | BATON ROUGE**

Meets – Every third Thurs. of the month, or as called. **Pres. Toby Carter**, PO Box 74572, Baton Rouge, LA 70874. Phone (225) 355-8502. E-mail: rooferslocal317@gmail.com

MAINE**33 | BANGOR**

B.M. & Fin. Sec. Paul Bickford, 53 Evans Dr., Stoughton, MA 02072. Phone (781) 341-9192. Fax (781) 341-9195 E-mail: paul@rul33.com

MARYLAND**30 | BALTIMORE**

B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (410) 247-0029. Fax (410) 247-0026. E-mail: info@rooferslocal30.com

34 | CUMBERLAND

Meets – 27 S. Water St., Frostburg, last Fri. every even month. **B.A. Leroy Robertson**, 12711 Murleys Branch Rd. NE, Flintstone, MD 21530. Phone (301) 876-5928. E-mail: Lrobertsonlocal34@gmail.com

MASSACHUSETTS**33 | BOSTON**

Meets – 53 Evans Dr., Stoughton, MA, 2nd Tues. each month. **B.M. & Fin. Sec. Paul Bickford**, 53 Evans Dr., Stoughton, MA 02072. Phone (781) 341-9192. Apprentice Fund - Phone (781) 341-9197. Fax (781) 341-9195. E-mail: paul@rul33.com

33 | NEW BEDFORD AREA

Meets – 53 Evans Dr., Stoughton, MA, 2nd Tues. each month. **B.M. & Fin. Sec. Paul Bickford**, 53 Evans Dr., Stoughton, MA 02072. Phone (781) 341-9192. Apprentice Fund - Phone (781) 341-9197. Fax (781) 341-9195. E-mail: paul@rul33.com

248 | SPRINGFIELD

Meets – 595 Southampton Rd., last Tues. each month. **B.M., Fin. Sec. & Tr. Brent Corbett**, 595 Southampton Rd., Westfield, MA, 01085. Phone (413) 594-5291. Fax (413) 594-5391. E-mail: brentc@rooferslocal248.com

MICHIGAN**70 | ANN ARBOR**

Meets – 1451 Old Pinckney Rd., Howell, MI, 2nd Mon. each month. **B.M. & Fin. Sec. Mark Woodward**, P.O. Box 116, Howell, MI 48844-0116. Phone (517) 548-6554. Fax (517) 548-5358. E-mail: office@rooferslocal70.com

70 | BATTLECREEK-KALAMAZOO AREA

Meets – 800 E. Michigan Ave., Marshall, MI, 4th Wed. each month. **B.M. & Fin. Sec. Mark Woodward**, P.O. Box 116, Howell, MI 48844-0116. Phone (517) 548-6554. Fax (517) 548-5358. E-mail: office@rooferslocal70.com

70 | GRAND RAPIDS AREA

Meets – 511 68th Ave. N., Coopersville, MI, 3rd Tue. each month. **B.M. & Fin. Sec. Mark Woodward**, P.O. Box 116, Howell, MI 48844-0116. Phone (517) 548-6554. Fax (517) 548-5358. E-mail: office@rooferslocal70.com

70 | LANSING AREA

Meets – 1451 Old Pinckney Rd., Howell, MI, 2nd Mon. each month. **B.M. & Fin. Sec. Mark Woodward**, P.O. Box 116, Howell, MI 48844-0116. Phone (517) 548-6554. Fax (517) 548-5358. E-mail: office@rooferslocal70.com

70 | JACKSON AREA

Meets – 3700 Ann Arbor Rd., Jackson, MI, 4th Wed. every other month. **B.M. & Fin. Sec. Mark Woodward**, P.O. Box 116, Howell, MI 48844-0116. Phone (517) 548-6554. Fax (517) 548-5358. E-mail: office@rooferslocal70.com

70 | MUSKEGON AREA

Meets – 511 68th Ave. N., Coopersville, MI, 3rd Tue. each month. **B.M. & Fin. Sec. Mark Woodward**, P.O. Box 116, Howell, MI 48844-0116. Phone (517) 548-6554. Fax (517) 548-5358. E-mail: office@rooferslocal70.com

149 | DETROIT

Meets – 1640 Porter St., 1st Tues. each month; 810 Tacoma Ct., Clio, MI, 2nd Tues. each month. **B.M. Brian Gregg**, 1640 Porter St., Detroit, MI 48216. Phone (313) 961-6093. Fax (313) 961-7009. E-mail: bgregg@detroitroofers.org

149 | PORT HURON AREA

B.M. Brian Gregg, P.O. Box 32800, Detroit, MI 48232. Phone (313) 961-6093. Fax (313) 961-7009.

149 | FLINT

B.M. Brian Gregg, Phone (810) 687-1368. Fax (810) 687-2647.

149 | SAGINAW-BAY CITY AREA

B.M. Brian Gregg, Phone (810) 687-1368. Fax (810) 687-2647.

149 | TRAVERSE CITY AREA

B.M. Brian Gregg, Phone (810) 687-1368. Fax (810) 687-2647.

149 | MARQUETTE

B.M. Brian Gregg, Phone (810) 687-1368. Fax (810) 687-2647.

MINNESOTA**96 | MINNEAPOLIS-ST. PAUL**

Meets – 17226 Lincoln St. NE, 1st Wed. each month at 7:00 p.m. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Tyler Krogen**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com. Website: www.rooferslocal96.com

96 | ST. CLOUD AREA

Meets – 1903 4th St., N. St. Cloud, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Tyler Krogen**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

96 | BRAINERD AREA 🏠

Meets – location varies, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Jeremy Ziells**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

96 | DULUTH-IRON RANGE AREA 🏠

Meets – 2002 London Rd., Duluth, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Jeremy Ziells**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.roofers-local96.com

96 | SOUTHEASTERN MINN. AREA 🏠

Meets – location varies, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

MISSISSIPPI

123 | JACKSON AREA 🏠

Meets – quarterly as called by **B.M. B.M., Fin. Sec. & Tr. Gig Ritenour**, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. E-mail: gigr@unionroofers.com

MISSOURI

2 | ST. LOUIS 🏠

Meets – 45 Worthington Access Dr., 1st Wed. each month. **Pres. & B.M. Thomas Hamilton**, 45 Worthington Access Dr., Maryland Heights, MO, 63043. Phone (314) 535-9683. Fax (314) 535-6404. E-mail: tom@rooferslocal2.org Website: www.rooferslocal2.com

20 | JEFFERSON CITY 🏠

Meets – Labor Temple, 209 Flora Dr., Jefferson City, 1st Fri. of 2nd month of each quarter at 6:00 p.m. **B.M. Steve Gercone**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: steve@rooferslocal20.com Website: www.rooferslocal20.com

20 | SPRINGFIELD AREA 🏠

Meets – Painters Local 203, 1540 N. Barnes Ave., Springfield, 2nd Fri. of last month of each quarter at 5:30 p.m. **B.M. Steve Gercone**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: steve@rooferslocal20.com Website: www.rooferslocal20.com

20 | ST. JOSEPH AREA 🏠

Meets – Electrical Workers Assn, 421 S. 8th St., St. Joseph, 2nd Wed. of last month of each quarter at 6:00 p.m. **B.M. Steve Gercone**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: steve@rooferslocal20.com Website: www.rooferslocal20.com

MONTANA

189 | BILLINGS 🏠

B.M., Fin. Sec. & Tr. Michael Baker, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. E-mail: roofers189@gmail.com

189 | BUTTE 🏠

B.M., Fin. Sec. & Tr. Michael Baker, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. E-mail: roofers189@gmail.com

189 | MISSOULA 🏠

B.M., Fin. Sec. & Tr. Michael Baker, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. E-mail: roofers189@gmail.com

NEBRASKA

20 | OMAHA 🏠

B.M. Steve Gercone, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: steve@rooferslocal20.com Website: www.rooferslocal20.com

NEVADA

162 | LAS VEGAS 🏠

Meets – 590 S. Boulder Hwy., 1st Thurs. each month. **B.M. Jesus Loy-V.**, 590 S. Boulder Hwy., Henderson, NV 89015. Phone (702) 453-5801. Fax (702) 453-0426. E-mail: loya@rooferslocal162.com

81 | RENO 🏠

B.M. Doug Ziegler, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505 or (209) 931-6754. Fax (510) 632-5469. E-mail: rooferunion81@gmail.com

NEW JERSEY

30 | ATLANTIC CITY

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. **B.M. Shawn McCullough**, 409 Crown Point Rd., Westville, NJ 08093. Phone (856) 349-7548. Fax (215) 331-8325. E-mail: info@rooferslocal30.com

4 | NEWARK

Meets – Parsippany PAL, 33 Baldwin Rd., 2nd Wed. each month. **B.M., Fin. Sec. & Tr. David Critchley**, 385 Parsippany Rd., Parsippany, NJ 07054. Phone (973) 515-8500. Fax (973) 515-9150. E-mail: roofloc4@roofers4.org

10 | PATERSON 🏠

Meets – 321 Mason Ave., 4th Mon. each month. **B.M., Fin. Sec. & Tr. Brian Jackson**, 321 Mason Ave., Haledon, NJ 07508. Phone (973) 595-5562. Fax (973) 595-5266. E-mail: info@roofers10.com

30 | TRENTON

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. **B.M. Shawn McCullough**, Phone (215) 331-8770. Fax (215) 331-8325. E-mail: info@rooferslocal30.com

NEW MEXICO

123 | ALBUQUERQUE 🏠

B.M., Fin. Sec. & Tr. Gig Ritenour, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. E-mail: gigr@unionroofers.com

123 | LOS ALAMOS 🏠

B.M., Fin. Sec. & Tr. Gig Ritenour, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. E-mail: gigr@unionroofers.com

NEW YORK

241 | ALBANY 🏠

Meets – 890 3rd St., 2nd Fri. each month. **B.M., Fin. Sec. & Tr. Michael Rossi**, 890 3rd St., Albany, NY 12206. Phone (518) 489-7646. FAX No. (518) 489-7647. E-mail: BMST@Rooferslocal241.com

203 | BINGHAMTON

Meets – American Legion Post 401, 263 Front St., Owego, 2nd Wed. Jan., April, July & Oct. **B.A., Fin. Sec. & Tr. Philip Lester**, 32 W. State St., Ste. 208, Binghamton, NY 13901. Phone (607) 722-4073. Fax (607) 237-0143. E-mail: bingrlu203plbm@gmail.com

74 | BUFFALO

Meets – 2800 Clinton St., 1st Wed. Feb., Apr., June, Aug., Oct. and Dec. **B.M. Mike Doyle**, 2800 Clinton St., W. Seneca, NY 14224. Phone (716) 824-7488. Fax (716) 824-7490. E-mail: rooferslocal74@outlook.com

154 | NASSAU-SUFFOLK

Meets – 370 Vanderbilt Motor Pkwy., 4th Wed. each month at 7:00 p.m. except July, Aug. and Dec. **B.M. Sal Giovannello**, 370 Vanderbilt Motor Pkwy., Ste. 1, Hauppauge, NY 11788-5133. Phone (631) 435-0655. Fax (631) 435-0262. E-mail: union@rooferslocal154.com

8 | NEW YORK CITY

Meets – 7:00 p.m. each month except July, Aug. and Dec., place and date to be determined. **B.M. Nick Siciliano**, 12-11 43rd Ave., Long Island City, NY, 11101. Phone (718) 361-0145. Fax (718) 361-8330.

22 | ROCHESTER 🏠

Meets – 280 Metro Park, 3rd Wed. each month. **B.M. Adam Hoffman**, 280 Metro Park, Rochester, NY 14623. Phone (585) 235-0080. Fax (585) 235-1977. E-mail: union@rooferslocal22.com Website: www.rooferslocal22.com

195 | SYRACUSE 🏠

Meets – 7706 Maltlage Dr., 3rd Wed. each month. **B.M. Charlie Gratton**, 7706 Maltlage Dr., Liverpool, NY 13090. Phone (315) 699-1808. Fax (315) 699-1806. E-mail: cgratton@rooferslocal195.com Website: www.rooferslocal195.com

NORTH CAROLINA

136 | CHARLOTTE 🏠

B.M. Bill Alexander, 374 Maynard Ter. SE, Box #4, Atlanta, GA 30316. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com Website: www.roofersandwaterprooferslocal136.com

NORTH & SOUTH DAKOTA

96 | NORTH DAKOTA & SOUTH DAKOTA

B.M., Fin. Sec. & Tr. Mark Conroy, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

OHIO

88 | AKRON & CANTON 🏠

Meets – 618 High Ave. NW, 4th Tues. each month except Dec. **B.M. & Fin. Sec. James Moyers**, 618 High Ave. NW, Canton, OH 44703. Phone (330) 453-4900. E-mail: roofers88@sbcglobal.net

42 | CINCINNATI 🏠

Meets – 1010 Yale Ave., 3rd Wed. each month at 6:30 p.m. **B.M. & Tr. Rodney Toole**, 1010 Yale Ave., Cincinnati, OH 45206. Phone (513) 821-3689. Fax (513) 821-5726. E-mail: toole2009@hotmail.com

44 | CLEVELAND 🏠

Meets – 1651 E. 24th St., 2nd Mon. each month. **B.M., Fin. Sec. & Tr. John Wasilko Jr.**, 1651 E. 24th St., Cleveland, OH 44114. Phone (216) 781-4844. Fax (216) 781-7663. E-mail: businessmanager@rooferslocal44.com

86 | COLUMBUS 🏠

Meets – 1613 Feddern Ave., 2nd Tues. each month. **B.M. & Fin. Sec. Marvin Cochran Jr.**, 1613 Feddern Ave., Grove City, OH 43123. Phone (614) 299-6404. Fax (614) 299-6453. E-mail: Roofers86@gmail.com

75 | DAYTON 🏠

Meets – 6550 Poe Ave., 2nd Tues. each month at 6:30 p.m. **B.M. & Fin. Sec. Scott Waite**, 6550 Poe Ave., Dayton, OH 45414-2527. Phone (937) 415-3869. Fax (937) 415-5674. E-mail: swaite@Roofersdaytonohio.org

134 | TOLEDO 🏠

Meets – 4652 Lewis Ave., 3rd Thurs. each month except July & Aug. **B.M. & Fin. Sec. Mike Kujawa**, 4652 Lewis Ave., Toledo, OH 43612. Phone (419) 478-3785. Fax (419) 478-1201. E-mail: MKujawa@rooferslocal134.com

71 | YOUNGSTOWN

Meets – 2714 Martin L. King, 2nd Tues. each month. **Fin. Sec. & B.M. Nancy Weibel**, 2714 Martin L. King, Youngstown, OH 44510. Phone (330) 746-3020. Fax (330) 781-5050. E-mail: Rooferslocal71@gmail.com

OKLAHOMA**143 | OKLAHOMA CITY**

Meets – 9622 NE 23rd St., Ste. A, 2nd Mon. each month. **B.M. & Fin. Sec. Joshua Hammond**, 9622 NE 23rd St., Ste. A, Oklahoma City, OK 73141. Phone (405) 524-4243. Fax (405) 524-5859. E-mail: josh@rooferslocal143.com

OREGON**49 | EUGENE**

B.M. & Fin. Sec. Travis Hopkins, 5032 SE 26th Ave., Portland, OR 97202. Phone (503) 232-4807. Fax (503) 232-1769. E-mail: travish@roofersunionlocal49.com

49 | PORTLAND

Meets – 5032 SE 26th Ave., 2nd Thurs. each month. **B.M. & Fin. Sec. Travis Hopkins**, 5032 SE 26th Ave., Portland, OR 97202. Phone (503) 232-4807. Fax (503) 232-1769. E-mail: travish@roofersunionlocal49.com

PENNSYLVANIA**210 | ERIE**

Meets – 4901 E. Lake Rd., 1st Thurs. each month. **B.M., Fin. Sec. & Tr. Scott Johnson**, 7454 Edinboro Rd., Erie, PA 16509. Phone (814) 453-4503. Fax (814) 455-4340. E-mail: bzmgr210@gmail.com Website: www.rooferslocal210.com

30 | HARRISBURG

B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325. E-mail: info@rooferslocal30.com

30 | PHILADELPHIA

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. **B.M. Shawn McCullough**, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325. E-mail: info@rooferslocal30.com

30 | READING & ALLENTOWN

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. **B.M. Shawn McCullough**, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325. E-mail: info@rooferslocal30.com

37 | PITTSBURGH

Meets – 1340 Greensburg Rd., 4th Mon. each month except June, July, Aug. & Dec., **B.M., Fin. Sec. & Tr. Scott Porter**, 1340 Greensburg Rd., Lower Burrell, PA, 15068. Phone (412) 766-5360. Fax (412) 766-5363. E-mail: rep@rooferslocal37.com

30 | SCRANTON

B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325. E-mail: info@rooferslocal30.com

RHODE ISLAND**33 | PROVIDENCE**

B.M. & Fin. Sec. Paul Bickford, 53 Evans Dr., Stoughton, MA 02072. Phone (781)341-9192. Fax (781) 341-9195 E-mail: paul@rul33.com

TENNESSEE**136 | NASHVILLE**

B.M. Bill Alexander, 374 Maynard Ter. SE, Box #4, Atlanta, GA 30316. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com

TEXAS**123 | DALLAS-FT. WORTH**

Meets – quarterly as called by **B.M. B.M., Fin. Sec. & Tr. Gig Ritenour**, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. E-mail: gigr@unionroofers.com

123 | HOUSTON

Meets – quarterly as called by **B.M. B.M., Fin. Sec. & Tr. Gig Ritenour**, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. E-mail: gigr@unionroofers.com

123 | SAN ANTONIO

Meets – quarterly as called by **B.M. B.M., Fin. Sec. & Tr. Gig Ritenour**, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. E-mail: gigr@unionroofers.com

UTAH**91 | SALT LAKE CITY**

Meets – 2261 South Redwood Rd., 2nd Wed. every other month. **B.M. Soledad Velasquez**, 2261 S. Redwood Rd., Ste. N., Salt Lake City, UT 84119. Phone (801) 972-6830. Cell (385) 260-6552.. E-mail: soledadv_local91@yahoo.com

VERMONT**241 | VERMONT**

B.M., Fin. Sec. & Tr. Michael Rossi, 890 3rd St., Albany, NY 12206. Phone (518) 489-7646. FAX No. (518) 489-7647. E-mail: BMST@Rooferslocal241.com

VIRGINIA**30 | NORTHERN VIRGINIA**

B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325. E-mail: info@rooferslocal30.com

WASHINGTON**54 | BELLINGHAM**

B.M. Eddy Ramos, 30245 148th Ave. SE, Kent, WA, 98042. Phone (206) 728-7654. E-mail: businessmanager@rooferslocal54.net

54 | SEATTLE

Meets – 30245 148th Ave. SE, 1st Wed. each month. **B.M. Eddy Ramos**, 30245 148th Ave. SE, Kent, WA, 98042. Phone (206) 728-7654. E-mail: businessmanager@rooferslocal54.net

189 | SPOKANE

Meets – 1727 E. Francis, #4, 1st Fri. each month. **B.M., Fin. Sec. & Tr. Michael Baker**, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. E-mail: roofers189@gmail.com

189 | YAKIMA

B.M., Fin. Sec. & Tr. Michael Baker, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. E-mail: roofers189@gmail.com

153 | TACOMA

Meets – Hall “D” IBEW Bldg. 3049 S. 36th St., Thurs. following 1st Tues. each month. **B.M. Richard Geyer**, 3049 S. 36th St., Rm. 213, Tacoma, WA 98409. Phone (253) 474-0527. Fax (253) 474-6877. E-mail: Richard@rooferslocal153.com Website: www.rooferslocal153.com

WEST VIRGINIA**185 | CHARLESTON**

Meets – 3130 7th Ave., every other month Jan. through Sept. **B.R. & Fin. Sec. Ray Flanagan**, P.O. Box 911, Charleston, WV, 2532. Phone (304) 346-9234. Fax (304) 346-9623. E-mail: rooferslocal185@gmail.com

242 | PARKERSBURG

Meets – 728 Tracewell Rd., 2nd Mon. each month. **B.M. Tim Maxcy**, 728 Tracewell Rd., Mineral Wells, WV, 26150. Phone (304) 489-2111. Fax (304) 489-2155. E-mail: rooferslocal242@frontier.com

188 | WHEELING

Meets – 2003 Warwood, 4th Sun. each month. **B.M., Fin. Sec. & Tr. Charles Gracik**, 2003 Warwood Ave., Wheeling, WV 26003. Phone (304) 277-2300. Fax. (304) 277-2331. E-mail: roofers188@comcast.net

WISCONSIN**96 | EAU CLAIRE**

B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

96 | FONDULAC AREA

B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

65 | MILWAUKEE

Meets – 16601 W. Dakota St., 2nd Mon. each month. **B.M. & Pres. Taylor Nelson**, 16601 W. Dakota St., New Berlin, WI 53151. Phone (262) 785-9720. Fax (262) 785-9721. E-mail: taylor@rooferslocal65.com

65 | RACINE-KENOSHA AREA

Meets – 16601 W. Dakota St., 2nd Mon. each month. **B.M. & Pres. Taylor Nelson**, 16601 W. Dakota St., New Berlin, WI 53151. Phone (262) 785-9720. Fax (262) 785-9721. E-mail: taylor@rooferslocal65.com

11 | MADISON AREA

Pres. & Fin. Sec. Gary Menzel; B.R. Travis Gorman; Org. Nate Tell, 2021 Swift Dr., Ste. A, Oak Brook, IL 60523. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: info@roofersunion.net

96 | WAUSAU

B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

WYOMING**58 | CHEYENNE-CASPER**

B.A. Ray Gallegos Jr., 404 N. Spruce St., Colorado Springs, CO 80905. Phone (719) 632-5889. E-mail: ray@rooferslocal58.com

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